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Small Business Management Training

The Prime Minister, Rt. Hon. Lester B. Pearson, was the guest speaker at the graduation banquet in Lloydminster, Sask., on November 25 of the 99th and 100th Small Business Management Training courses. In congratulating the graduates, Mr. Pearson emphasized the importance of small business to the economy and as a protection against the concentration of power in the hands of a very few organizations.

He pointed out also the increasing emphasis that must be placed upon the management of a farm along similar lines as a business. In this connection he noted that one of the graduates had been carrying on mixed farming in the Lloydminster area for 20 years.

Mr. Pearson pointed to the Small Business Management Training Program as a model of co-operation between:

—The federal Government, which provides course material and financial assistance;

—Provincial Departments of Education, which organize courses throughout the provinces;

—Business associations, such as the Lloydminster Chamber of Commerce, which promote attendance;

—Professional associations, such as the Alberta Institute of Chartered Accountants, from whose ranks instructors are drawn; and

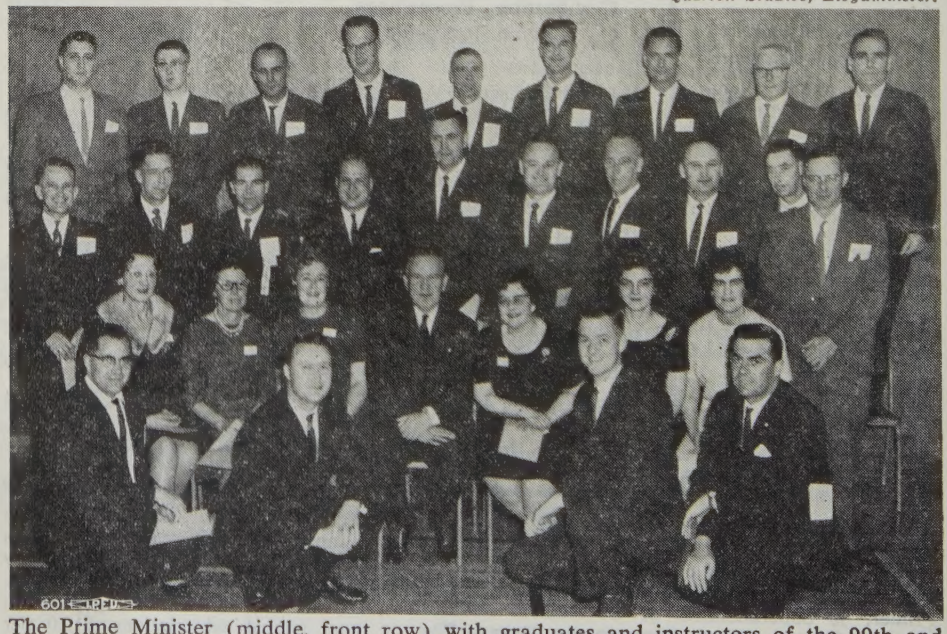
—The individual businessmen themselves, who attend the courses.

The Small Business Management Training Program, introduced nationally in September 1963, has been prepared for the owner and operator of a small business. The 99th and 100th courses were organized in Lloydminster in the fall of 1964. In the September to December period, an additional 123 courses were conducted across the country.

Plans for approximately 150 courses in January and February 1965 have been made by chambers of commerce, trade associations and other groups of businessmen and women. Courses now available include Management Accounting, Bookkeeping, Retail Management, Marketing for Service Businesses, Marketing for Manufacturers, and Purchasing. Each course is conducted over an 8- to 10-week period, usually one evening a week.

The Small Business Management Training Program has been developed by the Small Business Management Training Division, Technical and Vocational Training Branch, Department of Labour, under the terms of the Federal-Provincial Technical and Vocational Training Assistance Agreement.

—Quarton Studios, Lloydminster.



The Prime Minister (middle, front row) with graduates and instructors of the 99th and 100th Small Business Management Training courses.

From the Labour Gazette, December 1914

50 Years Ago This Month

Stimulus from war orders fails to lift economic depression that had begun before outbreak of first Great War; employment conditions in November said to be worst they had ever been

The month of November 1914 saw no lifting of the economic depression that had begun before the outbreak of the First Great War in August, and that seemed to have been deepened as a result of that event, in spite of the stimulus to some industries afforded by orders for war supplies, first by the Canadian and British Governments, and then by orders from the Governments of France and Russia.

This journal's Montreal correspondent said that officials of the local Trades and Labour Council considered the "condition of employment for Nov. worse than it has ever been."

They also said that gains from contracts from the Canadian and British Governments had been offset by "cessation of work in other lines, and that there was hardly a trade which was not suffering acutely from the depression." The building trades were reported to have been especially hard hit.

The LABOUR GAZETTE for December 1914 reported that layoffs and reductions in working time and in wage rates were widespread throughout the country, although it said that "the tendency in industrial establishments was to reduce the number of employees and hours of labour rather than to actually cut the rates of wages." Even in these establishments, however, there were "quite a number" of reductions in pay.

Examples of reduction in pay were: in Truro, N.S., hat and cap factory employees had their wages reduced from $12 to $10, and from $10 to $9 a week; at Amherst, woodworkers who had been getting from $12 to $16.50 a week had their wages changed to $10.80 and $14.10 a week; in Ottawa, employees of the W.C. Edwards Lumber Company had their working hours reduced from 54 to 48 a week.

Stenographers in Winnipeg had their pay reduced "in some cases as much as 20 per cent; printers in Medicine Hat accepted a reduction of 20 per cent all round until December 31; employees of a clay company in the same place had their wages reduced 30 per cent, and a number of merchants reduced salaries by from 15 to 20 per cent.

In Vancouver, salaries of civic officials were reduced by percentages ranging from 30 for those getting $300 a month or more, to 10 per cent for those getting less than $75 a month. In Victoria, members of the Builders' Exchange early in November decided on a new scale of wages that meant a reduction of from 10 to 20 per cent.

The Montreal correspondent reported that the secretary of the Charity Organization Society had suggested that in all public works the preference should be given to married men. It was also reported that enlistment had taken a large number of single, as well as married men; and that "this would relieve the burden on the patriotic funds of the country, and give first chance to single men to enlist."

The Montreal Builders' Exchange passed a resolution opposing the city's giving an increase of 25 cents a day to municipal labourers on the following January 1, thus raising their pay from $2.25 to $2.50 a day. The secretary of the Exchange had said that there was plenty of labour to be had in Montreal for $1.50 and $1.75 a day, that men were accepting work without asking about wages, and that in the building trades men were working for 40 and 50 per cent under the union scale.

A proposal to reduce salaries at Montreal city hall by from 10 to 25 per cent, however, after causing "a great deal of anxiety among the employees for a time," was later decided to be "unnecessary."

In Toronto also, "labour conditions during November were worse than in October," the local correspondent said. "The number of wage-earners out of work was roughly estimated at between 15,000 and 20,000; and this number, it was thought, was certain to be considerably increased as soon as weather conditions became unfavourable for outdoor work."

The correspondent said that comparatively few of the 9,200 men registered as unemployed at the civic employment bureau had reported themselves being actually destitute.

Owing to "financial stringency" in Toronto, houses intended for only one family were being overcrowded. That this was due to a shortage of houses was shown by the fact that although some 2,000 dwellings had been erected during the year, there were 4,000 vacant, compared with only 300 vacant houses the year before. But the rent asked for the vacant houses was more than $15 a month, and was thus beyond the means of "the working class."

Municipal Winter Works Incentive Program Makes Strong Start

Projects approved up to November 30 under this year's Municipal Winter Works Incentive Program will create jobs for an estimated 103,800 men at various times during the winter months, and will provide about 5,220,100 man-days of work. At the same date last year, the program had provided jobs for 94,000 men, or an estimated total of 4,346,000 man-days of work.

The projects approved so far this year will cost an estimated $212,850,000 during the six months of the program, of which $75,541,000 will be direct payroll costs. The estimated federal share of these direct payroll costs will be $40,547,000.

Last year, the total cost of projects approved at the same date was estimated at $184,537,000 for the period of the program.

Under the program, the federal Government pays 50 per cent of the on-site payroll costs on accepted projects during the period from November 1, 1964 to April 30, 1965. In municipalities in the designated areas or the areas of high winter unemployment—designated by the federal Government—the federal incentive will be 60 per cent of direct payroll costs.

At November 30, a total of 3,930 applications had been received from 1,831 municipalities.

Department to Award Fellowships For Labour Research In Geneva

Beginning next year, the Department of Labour, in co-operation with the International Labour Organization, will award fellowships for research on labour problems at the International Institute of Labour Studies in Geneva, the Minister of Labour announced last month.

The fellowships, of up to $5,000 each, will be awarded to Canadian senior scholars who wish to undertake research in manpower, industrial relations and general labour problems, and whose projects can be undertaken with advantage in Europe.

Candidates must be Canadian citizens or permanent residents of Canada, and must have demonstrated ability in advanced research, either through postgraduate university work or equivalent experience.

The amount of the grants will vary with the duration of the fellowships. Up to $5,000 will be granted for a full year, with additional financial assistance for travelling and research. Grants will not normally be made for periods of less than four months.

The International Institute for Labour Studies was established by the ILO to provide opportunities for study, and for exchange of experience, by persons concerned with all aspects of labour and social policy.

The new research fellowships are in addition to those for Canadian labour research projects granted every year since 1951 under the Labour Department-University Research Program (L.G., Nov., p. 934).

Canada to Contribute $7 Million To Two United Nations Programs

In 1965, the Canadian Government intends to make contributions totalling $7,325,000 to the United Nations Special Fund and the United Nations Expanded Programme for Technical Assistance, the Secretary of State for External Affairs announced last month.

The United Nations Special Fund's pre-investment technical assistance program is designed (a) to bring to light the development possibilities of natural resources in developing countries; (b) to train local people in the knowledge and skills required to make those resources productive; and (c) to strengthen institutions in those countries in the organization and management of important development activities.

The Special Fund began operations in 1959, and Canada, which played a leading part in its establishment, has been a member of the Fund's Governing Council since its inception. By April 1964 the Fund had approved 421 projects for the benefit of 130 countries and territories. Three hundred of these are in operation, and 12 of these which cost the Special Fund $5.8 million have already produced more than $755 million of investments.

Canada's annual contribution to the Special Fund was increased last year to $5 million. Canada has again pledged $2,325,000 to EPTA for 1965, as in 1963 and 1964. This represents approximately 4.16 per cent of total contributions amounting to U.S.$51.6 million. Canada ranks fifth in total contributions to the Special Fund and EPTA.

New Occupational Monograph Replaces Six Now Obsolete

Metal Working Occupations, No. 8 in the Canadian Occupations series, was released last month. It replaces six earlier vocational guidance booklets that have become obsolete.

Metal Working Occupations, a 76-page booklet with illustrations dealing with a broad range of occupations in forging, welding, foundries, machining, sheet metal working and iron and steel making, replaces *Sheet Metal Worker, Machinists and Machine Operators (Metal), Foundry Workers, Forge Shop Occupations, Tool and Die Maker,* and *Welder.*

The series of occupational monographs is prepared by the Economics and Research Branch of the Department of Labour in co-operation with provincial government agencies, including the Departments of Education and Labour, and are published primarily with the needs of secondary school students, their teachers and their parents in mind.

Canadian Occupations booklets are available at 25 cents per copy from the Queen's Printer, Ottawa, and the Canadian Government Bookshops in Montreal, Toronto and Ottawa. Reference copies are available in public libraries across the country.

Canadian Welfare Council Launches Concerted Study of Poverty

The Canadian Welfare Council launched Canada's first concerted study of national poverty on November 24, when some 40 top experts from government departments, universities, private foundations, labour and welfare agencies met in informal consultation in Ottawa with Council staff and with Prof. Richard M. Titmuss of the London School of Economics. Chairman of the meeting was Dr. Albert Rose of the University of Toronto School of Social Work.

Dr. Titmuss, who is professor of Social Administration at the University of London and Head of the Department of Social Science and Administration at the London School of Economics, has been a member of, or consultant to, economic, social, labour and health groups, including the U.N. Technical Assistance Administration in Europe.

The Minister of Labour recently urged co-operation to wipe out "islands of poverty" in Canada (L.G., Nov., p. 936).

As many of the participants in the meeting said, "We are supposed to be attacking poverty, through programs such as the Agricultural Rehabilitation and Development Act, but we do not really know who is poor or why they are poor. We have been working on the basic premise that freedom from want is a basic freedom and that social security measures would be taking care of it. And yet we learn that there is widespread poverty in Canada."

The poverty study will be carried out in phases, by selection of critical points.

A Technical Advisory Committee under the chairmanship of Dr. Albert Rose met with Prof. Titmuss on November 24 also. This committee will advise on preparing the over-all design of the study, as well as its individual phases, in order to make submissions to grant-giving bodies, or in support of applications for grants. It will also advise on the appointment of a project director.

Immigrant Total in Third Quarter Up from Comparable 1963 Number

Immigrants to Canada numbered 84,666 in the first nine months of 1964, up from 69,344 in the same period last year, the Department of Citizenship and Immigration reported last month. Of the total, 17,546 arrived in the first quarter of the year, 33,777 in the second, and 33,343 in the third quarter.

Of the 84,666 immigrants, 43,048 were destined for the labour force, compared with 34,730 in the same period in 1963. The largest numbers were in the categories of manufacturing, mechanical and construtution (13,803), and professional and technical (9,131).

Immigration from the United States totalled 8,532, compared with 7,608 in the first nine months of 1963.

Hamilton Lawyer Appointed to National Employment Committee

The appointment of John Jaskula as Chairman of the National Employment Committee, a body advisory to the Unemployment Insurance Commission on employment matters, was announced last month by the Unemployment Insurance Commission. Mr. Jaskula is senior partner in the law firm of Jaskula and Kostyk in Hamilton.

Mr. Jaskula was born and raised in Hamilton and was educated at St. Ann's, Cathedral High School, McMaster University and Osgoode Hall. He is a member of the labour section of the Canadian Bar Association and for the past two years has lectured at the McMaster University Credit Union night school course on "The Family and the Law."

Number of Welfare Recipients Increases in Third Quarter

The numbers of persons in Canada receiving old age assistance, blind persons' allowances and disabled persons' allowances all increased in the third quarter of 1964, the Department of National Health and Welfare reported last month.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 105,972 at June 30 to 106,830 at September 30, 1964.

The federal Government's contributions under the federal-provincial scheme totalled $11,293,191.13 for the quarter, compared with $11,236,277.50 in the preceding quarter.

At September 30, the average monthly assistance in the provinces and excluding the Territories ranged from $67.42 to $72.67.

Blind Persons Allowances—The number of persons in Canada receiving allowances under the Blind Persons Act increased from 8,589 at June 30, to 8,637 at September 30, 1964.

The federal Government's contributions under the federal-provincial scheme totalled $1,407,939.94 for the quarter, compared with $1,403,379.87 in the preceding quarter.

At September 30, the average monthly allowance in the provinces and excluding the Territories ranged from $67.71 to $73.79.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,158 at June 30 to 52,640 at September 30.

The federal Government's contributions under the federal-provincial scheme totalled $5,834,345.81 for the quarter, compared with $5,794,845.83 in the preceding quarter.

At September 30, the average monthly allowance in the provinces and excluding the Territories ranged from $73.30 to $74.50.

In Parliament Last Month

(page numbers refer to Hansard)

During November, the only important legislation of interest to labour that came under discussion in the House related to a new form of the Canada Pension Plan.

On November 9, the Minister of National Health and Welfare moved that the House go into committee to consider the introduction of a measure, to be known as the Canada Pension Plan, to establish in Canada a comprehensive program of retirement pensions, payable to contributors, to provide certain benefits and to be financed from contributions by employees and employers, and from contributions by persons in respect of self-employed earnings (p. 9898).

After lengthy debate in committee, the Minister introduced the measure as Bill C-136, and the bill was given first reading (p. 9930).

The House thereupon agreed to the removal from the order paper of second reading of the earlier Bill C-75, an Act to establish a comprehensive program of old age pensions in Canada payable to contributors and survivors (L.G., April, p. 263).

On November 16, on the motion of the Minister of Health and Welfare, the House agreed to the setting up of a joint committee of the Senate and the House of Commons on the Canada Pension Plan (p. 10116).

On November 18, after prolonged debate extending over three sittings, the bill was given second reading and was referred to the joint committee (p. 10244).

The Department's annual bulletin on provincial workmen's compensation laws, *Workmen's Compensation in Canada,* will not be published this year, the Legislation Branch has announced. In its stead, the article, "Changes in Provincial Workmen's Compensation Laws in 1964" (L.G., Oct., p. 856) will be reprinted. Copies of the reprint will be available from the Queen's Printer, Ottawa.

New Year Messages

Hon. Allan J. MacEachen, Minister of Labour

The past year has been one of steady improvement in employment throughout Canada.

The most significant aspect is the decrease in unemployment. This has occurred at a time when the labour force itself has been expanding at record rates.

In November the unemployment rate was the lowest for any November since 1956. More jobs have been opening in most parts of Canada and we have therefore had large increases in employment for both men and women. For the first 11 months of the year, average employment was higher by 236,000, or 3.7 per cent, than in 1963. This was the largest annual increase since the last war and highest percentage gain since 1956.

Our manufacturing industries figured very largely in these advances. In recent months employment in this important segment of the economy has been running more than 100,000 higher than the year before. This is an unusually large annual increase, as large as the total increase over the previous two years. The expansion was a broad one, and almost all manufacturing shared in it.

On the other hand, although agricultural production continues at high levels due to improved methods and increasing efficiency of operations, employment in this industry continued to decline, as it has been doing for many years.

Wages and working conditions continued to improve. The average weekly wage in manufacturing by mid-summer had reached $83.31, nearly $4.50 higher than last year. In general, Canadian employees in 1964 enjoyed longer vacations—after shorter qualifying periods of service—more paid holidays, and extended benefits from welfare arrangements and pension plans.

In October the Government introduced in Parliament the Canada Labour Standards Code. This will set a minimum hourly wage of $1.25 and a standard work week of 40 hours. These and the other provisions of the Code will constitute a basic charter for workers under federal jurisdiction.

At the beginning of the year, the trade union membership in Canada was 1,493,000—a gain of 3 per cent over the year. Collective agreements covering hundreds of thousands of workers were concluded without any work stoppage in 1964, and the proportion of working time lost through industrial disputes amounted to less than one tenth of one per cent in the first ten months of the year.

Last winter saw the introduction of the Winter House Building Incentive Program, the newest of our measures to stimulate economic activity and employment in the winter months, when employment in Canada regularly falls off.

It proved to be highly successful in developing year-round employment in the construction industry.

These and other programs aimed at stimulating our winter economy are again in operation. Early indications are that their total effect will surpass that of last year.

New ways of meeting manpower and labour relations problems are being pursued and new areas in which employers, unions and governments can cooperate to the advantage of all are being developed.

The initiative and energy of Canadians have made 1964 an outstanding year. There is every reason to believe that the improvements in the economy will continue into 1965 and bring still greater security and prosperity.

My best wishes to all for 1965.

Claude Jodoin, President, Canadian Labour Congress

As we enter upon a New Year we, as Canadians, have much to be thankful for. Most Canadians have jobs and, for the great majority, living standards are as high as they ever were. Yet, if we were to satisfy ourselves with rejoicing at these conditions we would miss the spirit of this holy period.

Despite a reduced level of unemployment there are still areas of Canada in which many Canadians are deprived of the right to work because they cannot find a job. Despite the economic prosperity of our country as a whole there are pockets of poverty in which citizens struggle for a mere existence.

During the year now ending we have witnessed staggering strides in scientific knowledge and productive skill. At the same time we still lack the ability to use this knowledge and these skills for the betterment of all mankind. And at this season, more than at any time of the year, we should recognize that it is only in terms of human betterment that these advances can take on real meaning.

Regardless of our pride in the great progress Canada has made economically, we still lag in many social services. This is particularly true with regard to the availability of health facilities and services. As was pointed out in the initial report of the recent Royal Commission, there is an enormous gap between scientific knowledge and skills and organizational and financial arrangements to apply them to the needs of men.

This is the season when it is fashionable to make resolutions, some facetiously, some seriously. Certainly there is no more serious resolution we could make than to be sure that, as a nation, every man, woman and child has access to health services and facilities on an equal basis—without any means test, without strings or the small-type exclusions of private contracts, and without paying profits to private corporations.

We have been told by the Royal Commission which made a most thorough-going study of the subject, that such a plan for all citizens is within our reach.

Economists are forecasting a good year for 1965 and the period immediately following. If their predictions are justified then this is the time for us to move forward in social as well as purely economic matters.

The year 1965 will be important to us from an international standpoint. This will be International Co-operation Year. We, in the Canadian Labour Congress, have always had a very active interest in international affairs and particularly with regard to our relationship with free trade unionists in other parts of the world. During 1965 we plan to step up our activities in this regard.

We share with all Canadians the most earnest desire for world peace. Despite serious situations which erupted in some parts of the world during 1964 we have reached the end of the year without an outbreak of hostilities involving a large number of countries. We must continue to strive, not only for the prevention of war but for the development of international understanding and goodwill. There can be no objective which more truly reflects the true spirit of this season.

Jean Marchand, President, Confederation of National Trade Unions

The Confederation of National Trade Unions has expanded at an exceptional rate in the past few years. Workers are joining its ranks by the thousands, convinced that they will find there the solution to their many problems.

The efforts made by the CNTU to extend the objectives of labour, its vitality, as well as its genuine Canadian character in the field of organization, explain why workers trustfully turn to it.

The success achieved in organizing white-collar workers and professional groups shows that the CNTU is adapting to the changing labour market and is definitely forging ahead. During 1964, more than 30,000 salaried workers belonging to these occupational groups have joined our ranks.

It is the wish of the CNTU that the growing force it represents fully serve labour and the Canadian nation. The CNTU would also like to contribute, in its own modest way, to restoring justice and peace to the world.

J.A. Huneault, International Railway Brotherhoods

The National Legislative Committee, International Railway Brotherhoods—composed of the elected Canadian Officers of the Brotherhood of Maintenance of Way Employees, the Brotherhood of Locomotive Firemen and Enginemen, The Brotherhood of Railroad Trainmen, The Order of Railroad Telegraphers, The Brotherhood of Locomotive Engineers, Division No. 4, Railway Employees Department, The Brotherhood of Railroad Signalmen, The Brotherhood of Railway Carmen of America and The International Brotherhood of Electrical Workers—again welcomes this opportunity to extend to its members and their families and to all Canadian workers sincere best wishes for health, happiness and prosperity during the coming year.

We continue to advocate, through our annual presentation to the federal Government, proposals to improve laws beneficial not only to the people we represent but also to the Canadian people in every walk of life. We endorse legislation currently under consideration by Parliament that will enable all Canadians to set aside a portion of their earnings that will enable them to live their retirement years in reasonable security and more important, with dignity.

Then, too, we must commend the Minister of Labour for the principle of the legislation designed to establish basic labour standards for the workers of Canada.

In the area of labour-management relations there continues to be evidence of a more mature approach to the true role of such relations in our society. This evidence to date, however, only takes the form of the spoken and written word, usually couched in generalities and platitudes. Let us hope that in 1965 some thinking will take the form of concrete evidence, particularly with regard to the human consequences of technological change.

There are those who offer the idea that the present generation may well be on the threshold of a new concept of society, a concept that will no longer be based on a work-oriented society but rather give emphasis to the true role of the individual on earth.

It seems safe to say that our ability to deal with the social and economic implications of rapid technological change is far behind our ability to create and bring about such change. In other words, should man be manipulated in the interest of economic changes and technological advances, or should such changes and advances be manipulated in the best interest of man.

This leads me to suggest that in order to bring such a new concept of society into being we must extend throughout each day of the year the spirit of the Brotherhood of man that is manifested on the occasion of Christmas. This above all should be our goal for 1965.

Canada Labour (Standards) Code Introduced

Introduced in Commons by Minister of Labour on October 1, Bill C-126—an Act Respecting Hours of Work, Minimum Wages, Annual Vacations and Holidays with Pay in Federal Works, Undertakings and Businesses—now in Committee of the Whole

On October 1 the Minister of Labour, Mr. MacEachen, introduced in the House of Commons Bill C-126, an Act Respecting Hours of Work, Minimum Wages, Annual Vacations and Holidays with Pay in Federal Works. Undertakings and Businesses. The short title proposed for the legislation is the Canada Labour (Standards) Code.

The Bill was given second reading, signifying approval in principle, on October 14, and discussion in Committee of the Whole was begun on October 19. The provisions of the Bill as introduced are summarized here.

The proposed legislation will apply to employees employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of Parliament, to their employers and to the employment in which they are engaged. This includes navigation and shipping, railways, canals, telegraphs, or other works or undertakings connecting a province with any other or others of the provinces. Shipping lines extending beyond the limits of a province are specifically listed, and also ferries. Other works or undertakings which will be under the Act because of their interconnecting character are interprovincial road transport operations and pipe lines.

It also includes any aerodrome, aircraft or line of air transportation; radio broadcasting (including television); banks and the business of banking and "any work or undertaking that, although wholly situated within a province, is before or after its execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the provinces." As a result of such declarations, grain elevators, flour and feed mills, all works for the production, refining or treatment of uranium, and a few other specific undertakings will be governed by the Act.

A residual clause covers any work, undertaking or business outside the exclusive legislative authority of provincial legislatures. Works of a local or private nature in the Yukon or Northwest Territories are not covered.

The Act will apply to all government corporations "established to perform any function or duty on behalf of the Government of Canada," except "departmental corporations." These latter are the corporations listed in Schedule B to the Financial Administration Act.

Because the Crown is not bound by a statute unless it is expressly so stated in the statute (according to a rule of interpretation set out in the Interpretation Act), however, employees of the federal government are not covered by this Act.

The only class of employees excluded are those who are managers or superintendents or who exercise management functions. Members of professions are not excluded, but regulations may be made designating professions to which the Act would not apply.

There is a provision to make it clear that this Act establishes minimum conditions only; it does not affect any rights of an employee that are more favourable to him than his rights or benefits under the Act.

After these general provisions, the Act is divided into five parts: Part I, Hours of Work; Part II, Minimum Wages; Part III, Annual Vacations; Part IV, General Holidays; Part V, Administration and General.

PART I—HOURS OF WORK

Part I establishing the standards relating to hours of work provides that working hours are normally not to exceed eight hours a day and 40 hours a week; but overtime of an additional eight hours in a week is permitted so long as one and one-half times the regular rate is paid.

In a week in which a general holiday occurs (for which the employee is entitled to a holiday with pay under Part IV) the overtime rate is to be paid after 32 hours instead of 40. In calculating overtime for the week, no account is to be taken of any time worked on the holiday and pay for the holiday is to be calculated according to the rule in Part IV.

There is a further provision that regulations may be made reducing the eight hours of overtime in a week that are permitted as a general rule under the Act. Such regulations could limit overtime for an "industrial establishment," which can be the whole or part of any industry under the Act.

Provision is made for the issuing of regulations to permit the averaging of hours over a period of two or more weeks when, because of the nature of the work, an employee's schedule of hours varies from day to day or from week to week. (For example, regulations might permit the averaging of both standard hours and maximum hours. In this case, if averaging were allowed over a two-week period, the overtime rate would be payable after 80 hours and the maximum working hours would be 96.)

Although the normal situation contemplated by the Act is a five-day week, work may be scheduled for any employee on six of the days in a week (defined for the purposes of Part I as Saturday midnight to Saturday midnight), but not on seven days. Each employee is to have at least one full day's rest in a week, and, wherever practicable, Sunday shall be the normal day of rest. It is specifically stated that the Act does not authorize the performance of any work on Sunday that is prohibited by law.

Work in excess of 48 hours in a week may be allowed under permit when the applicant has satisfied the Minister of Labour that there are exceptional circumstances to justify the working of additional hours. In dealing with such applications, which may be made either by an individual employer or an employers' association, the Minister is to have regard to the conditions of employment in the industrial establishment concerned and to the welfare of the employees, in addition to satisfying himself that there are exceptional circumstances to justify the granting of the permit.

A permit is to be for a definite period and may specify either the total number of additional hours that may be worked in that period by the class of employees to whom it applies, or the additional number of hours per day or per week they may work during the period. The employer to whom a permit is issued is required to report in writing to the Minister within 15 days after the expiration of the period, or at another date fixed in the permit, the number of employees who worked in excess of 48 hours in a week and the number of additional hours each employee worked.

Where emergency work is required (as in cases of accidents, essential work to be done to machinery or other unpreventable circumstances), the maximum weekly hours may be exceeded but the employer is to report in writing to the Minister, within 15 days after the end of the month in which the maximum hours were exceeded, the number of employees who worked additional hours and the number of hours each of them worked, and to state as well the nature of the circumstances that made the emergency work necessary.

There is no provision in Part I for relaxing the requirement to pay the overtime rate after eight hours in a day or 40 in a week, except as may be permitted by regulations allowing averaging for a period longer than a week; but a transitional section relevant to the period between January 1, 1965 and July 1, 1966 authorizes the Minister to make an order to defer the application of the whole of Part I in particular cases.

Where it is shown to the Minister's satisfaction that standard hours of work cannot be immediately adjusted to eight and 40 without prejudicing the interests of the employees or being seriously detrimental to the operation of the undertaking, he may defer the application of Part I for a period of time which may not extend beyond June 30, 1966. The deferment order may specify the maximum hours of work permitted for employees subject to the order during the period of deferment and may specify different maximum hours for different times; that is, it may provide for adjustment to the 40-hour standard by a series of steps.

PART II—MINIMUM WAGES

Part II requires the payment of a minimum rate of wages of $1.25 an hour. This rate applies to both men and women, but does not apply to persons under 17 years of age.

Taking into account the hours of work provisions described above, it is clear that $1.25 an hour is the minimum rate that may be paid for time worked that does not exceed eight hours in a day or 40 hours in a week. It applies to part-time or casual employees who do not work the full normal day or week as well as to any full-time employees whose hours of work do not exceed eight in a day or 40 in a week. Part I provides that, for any hours worked in excess of eight in a day or 40 in a week, an employee is entitled to one and one-half times his regular rate of pay.

Where employees are paid on other than a time basis, or a combination of time and some other basis, there is authority for the Minister to fix, by order, a standard basis of work to which a minimum wage on a basis other than time may be applied, and to fix a minimum rate of wages that, in his opinion, is the equivalent of $1.25 an hour.

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There are to be regulations dealing with the employment of persons under 17 years of age, which will specify the occupations in which they may be employed and may establish a minimum wage rate applicable to such employment.

The Minister may authorize the employment of a handicapped person at a wage lower than the minimum wage in individual cases if the person's disability constitutes a handicap in the performance of the work to be done and if the Minister is of the opinion that it is in the interests of the person to do so.

Provision has been made for the making of regulations dealing with a number of matters relating to the minimum wage rate. Among these matters are the price that may be charged for board or living quarters furnished by an employer to an employee, and the maximum deductions that may be made from the employee's wages; the charges or deductions for furnishing uniforms or other articles of wearing apparel that an employer requires an employee to wear; and the charges or deductions for furnishing any tools or equipment that an employer may require an employee to use and for their maintenance and repair. Regulations may also require an employer in specified circumstances to provide, maintain or launder uniforms or other articles of apparel that he requires an employee to wear.

Regulations may also be made requiring an employer to pay an employee for a minimum number of hours of work if he reports for work at the call of the employer, whether or not he is put to work.

An employer who is providing an on-the-job training program adequate to increase the skill or proficiency of his employees may be exempted by regulation, upon terms and conditions to be specified in the regulations, from paying the minimum wage rate to the employees being trained during the training period or any part of it.

Apart from the exceptions noted above, $1.25 an hour is the minimum wage rate to which all employees under the Act will be entitled when Section 11 requiring the payment of the minimum wage comes into effect. As a general rule this will be on January 1, 1965.

In the case of an undertaking that is organized and operated in a local area, if it can be shown to the satisfaction of the Minister that the introduction on January 1 of the $1.25 an hour minimum rate would unduly prejudice the interests of the employees or would be seriously detrimental to the operation of the undertaking, the Minister may defer the application of Section 11 to that particular undertaking or a class of its employees for a period which may not extend beyond June 30, 1966. Such an order is to specify a minimum rate of wages, less than $1.25 an hour, which must be paid during the period of deferment, and different minimum rates may be set for different times within the deferment period. The effect is to permit step-by-step adjustment of the minimum rate in the 18-month period after the Act comes into force.

PART III—ANNUAL VACATIONS

Part III, which will repeal and replace the Annual Vacations Act passed in 1958, provides that every employee is entitled to at least a two-week vacation with vacation pay (4 per cent of his wages for the year) after every completed year of employment. It is similar to the present Act, except that the period of employment necessary to qualify for the two-week vacation has been shortened to one year.

A "year of employment" must be continuous with one employer and may be the 12-month period from the date an individual's employment began or from any subsequent anniversary date thereafter; a calendar year or another year approved by the Minister under the regulations in relation to an industrial establishment.

The entitlement to a two-week vacation applies with respect to a year of employment begun before and completed after the coming into force of Part III. If an employee has not been granted a vacation in respect of a year of employment completed before Part III comes into force, he must be granted the vacation and vacation pay he was entitled to under the Annual Vacations Act.

Annual vacations are to be granted so as to begin not later than 10 months after the completion of the year of employment, and vacation pay is to be paid at least one day before the beginning of the vacation. An earlier time for the payment of vacation pay may be prescribed by the regulations.

When a general holiday occurs during an employee's vacation, the vacation may be extended by one day. The pay for the extra day is the pay to which the employee is entitled for that general holiday under Part IV.

When employment is terminated during a year, the employee is entitled to any vacation pay owing in respect of a prior completed year of employment and to 4 per cent of his wages for the part of the year he has worked. To be entitled to vacation pay on termination of employment, how-

ever, an employee must have been continuously employed by the employer for a period of 30 days or more.

As under the Annual Vacations Act, it is provided that, where a federal work is transferred from an employer to a new employer, the employment of the employee by the two employers before and after the transfer shall be deemed to be continuous. This provision is necessarily confined to transfers within works coming under federal jurisdiction.

Vacation pay is deemed for all purposes to be wages.

Other matters, as under the Annual Vacations Act, may be dealt with by regulations. Regulations may specify how much notice must be given an employee of the time he is to take his vacation, and when he is to receive his vacation pay, and may define circumstances under which a vacation may be postponed or waived. There is also provision for making regulations to clarify certain questions that may arise in connection with the concept of "continuous employment" with one employer, and for calculating and determining vacation and vacation pay in unusual situations.

PART IV—GENERAL HOLIDAYS

Part IV provides that an employee is entitled to a holiday with pay on each of seven general holidays: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Another holiday, however, may be substituted for any of them in accordance with a procedure set out in the Act.

An employee is not entitled to a holiday with pay that occurs in his first 30 days of employment with an employer. The only other circumstance in which an employee is not entitled to a holiday with pay is when a general holiday falls in a week (other than a week in which he is on his annual vacation) in which he is not entitled to wages for any other day.

If a general holiday falls on a day that is a non-working day for an employee, he is to have a holiday with pay added to his annual vacation or granted at another time convenient to him and the employer.

If New Year's Day, Dominion Day or Christmas Day falls on a Sunday or Saturday that is a non-working day for an employee, he is entitled to a holiday with pay on the working day immediately preceding or following the general holiday. However, if employees are employed under the terms of a collective agreement that guarantees them at least seven holidays with pay, the above rule with respect to holidays falling on non-working days will not apply.

The procedure for substituting another holiday for a general holiday is either for the parties to a collective agreement to notify the Minister in writing that a specified day has been designated in the collective agreement as a holiday in lieu of a general holiday; or, where the employees are not represented by a trade union, or if some employees are not provided for under a collective agreement with regard to general holidays, for the employer to apply to the Minister to substitute another day, and the Minister may approve the substitution if he is satisfied that the majority of the employees covered by the application concur.

The principle in regard to pay for a general holiday on which an employee does not work is that he shall receive his regular pay. In the case of an employee whose wages are caculated on a weekly or monthly basis, this will mean that his weekly or monthly wages may not be reduced by reason of the holiday. An employee paid on an hourly basis must be paid at least the equivalent of the wages he would have earned for his normal hours of work. If an employee's wages are calculated on some other basis, the same principle is to be applied: he is to receive the equivalent of a normal day's pay. Regulations may be made to prescribe how a normal day's pay may be calculated in different circumstances, whether by taking an average of the employee's earnings over a certain period, or some other way.

Pay granted to an employee for a general holiday on which he does not work shall for all purposes be deemed to be wages.

There is nothing in the Bill that will prohibit work on any general holiday. If work is performed on a general holiday by a person employed in a "continuous operation" (defined to include employment concerned with running of trains and other means of transport, communication or broadcasting operations or services, or any operation or service normally carried on without regard to Sundays or holidays), he is entitled to a holiday with pay at some other time, either a day added to his annual vacation or a day at another time convenient to him and the employer. In employment other than a continuous operation, if an employee is required to work he must be paid, in addition to his regular wages for the day, at a rate of not less than one and one-half times his regular rate for the time worked.

As noted above, an employee is not entitled to pay for a general holiday that occurs in his first 30 days of employment with an employer; but if he is required to work on the general holiday he is to be paid at one and one-half times his regular rate. If he is employed in a continuous operation, however, he may be paid at his regular rate.

"His first 30 days of employment" in this section means the period of his employment relationship, whether or not he has been called upon to work every working day within the period.

PART V—ADMINISTRATION AND GENERAL

Part V contains provisions authorizing the holding of inquiries, and deals with inspection, the furnishing of information by employers, the keeping of records, the furnishing of pay statements to employees, offences and penalties, and the annual report that must be made to Parliament on the administration of the Act. In this Part also, the general regulation-making power is set out, as well as the transitional provisions described above permitting deferment of the operation of Part I and of the provision in Part II requiring payment of the $1.25 an hour minimum rate.

The Minister may appoint one or more persons to hold an inquiry into employment in any industrial establishment, and persons so appointed will have the powers of a commissioner under Part I of the Inquiries Act.

The Minister may designate any person as an inspector under the Act. The powers of inspectors include the authority to examine payroll and other records, to take extracts from or make copies of them, to require an employer to make or furnish correct statements, either orally or in writing, respecting wages, hours of work, and conditions of employment of any of his employees, and to require an employee to make full disclosure, production and delivery of all records in his possession or under his control, or to provide information relating to these matters.

An inspector has the right to enter any place used in connection with a federal work, undertaking or business, make an inspection, and question any employee apart from his employer. The inspector must produce his certificate of authority from the Minister, if so required by the person in charge. The person in charge and every employee are required to give the inspector all reasonable assistance in carrying out his duties.

An inspector may administer oaths and receive affidavits and statutory declarations in connection with the statements he is authorized to require an employer to make.

Where underpayment of wages is found on inspection, whether through failure to pay the minimum wage, overtime pay for excess hours, vacation pay or holiday pay, the inspector may determine the unpaid balance to which the employee is entitled. If the amount is agreed to in writing by the employer and employee, the employer is required to pay that amount to the employee on the direction of the inspector within five days after the date of the agreement, or to the Minister to be paid forthwith to the employee.

When an employer has made payment of the agreed amount to an employee following an inspection, in accordance with the procedure described above, a prosecution for failure to pay the employee his full wages shall not be instituted against the employer without the written consent of the Minister.

An employer is required to furnish such information relating to the wages, hours of work, general holidays, annual vacations and conditions of work of his employees as the Minister may require.

Keeping of Records

Records are to be kept for a period of at least 24 months after the work is performed and are to include the name of the employee, address, age if under 17, wage rate, hours worked, and the actual earnings of and payments to each employee.

As a general rule, employers will be required to furnish to each employee on each pay day a statement showing the period and the number of hours for which payment is made, the wage rate, any deductions and the actual sum being received by the employee. The Minister may, by order, however, exempt any employer from any or all of these requirements.

Offences and Penalties

It is an offence punishable on summary conviction to contravene any provision of the Act or regulations or any order made under the Act. The maximum penalty that may be imposed is a fine not exceeding one thousand dollars or imprisonment for a term not exceeding one year, or both such fine and imprisonment.

It is also an offence to discharge or threaten to discharge or otherwise discriminate against a person for testifying in a proceeding or inquiry under the Act or for giving information regarding working conditions to the Minister or an inspector. The

maximum penalty for such an offence is the same as for other contraventions of the Act.

A complaint or information may relate to one or more offences by one employer in respect of one or more of his employees.

Proceedings in respect of an offence under the Act may be instituted at any time within two years after the time when the subject matter of the proceedings arose.

The court may order remedial measures as well as impose a penalty. Where an employer has been convicted of failing to pay an employee the wages required by the Act the minimum wage, overtime pay, vacation pay or holiday pay), the convicting court may, in addition to any other penalty, order the employer to pay the employee the wages to which he is entitled. If the court finds that the employer has not kept accurate records as required by the Act or regulations, the employee affected shall be conclusively presumed to have been employed for the maximum number of hours a week allowed under the Act and to be entitled to the full weekly wage for those hours.

Where an employer has been convicted of discharging an employee contrary to the Act, the convicting court may, in addition to any other penalty, order the employer to reinstate him in his position and pay him compensation for his lost wages.

An employer who refuses or neglects to comply with an order of the court in either of the above cases is guilty of an offence punishable on summary conviction and is liable to a fine not exceeding $50 for each day during which such refusal or failure continues.

The identity of a complainant is not to be revealed if he requests that it should not be disclosed, except where disclosure is necessary for purposes of a prosecution or is considered by the Minister to be in the public interest.

It is specifically stated that the Act does not suspend or affect any civil remedy an employee may have for recovery of arrears of wages.

A report on the administration of the Act, including a statement showing the additional hours worked by employees in exceptional circumstances under permits issued by the Minister, and the additional hours worked in emergencies, is to be prepared within three months after the termination of each fiscal year, and is to be tabled in Parliament, immediately if Parliament is in session, and, if it is not in session, then within the first 15 days that it is next in session.

Regulations

The Governor in Council may make regulations for carrying out the purposes of the Act. Among the specific matters listed are regulations with respect to the keeping of records and the production and inspection of records, the calculating and determining of wages including the monetary value of remuneration other than money, and the regular rate of wages of employees who are not paid solely on a time basis.

There is also authority to regulate split shifts by prescribing the spread of the working-day of any employee; to fix a minimum meal period, and the maximum period that may be worked without a meal period.

Regulations may also be issued requiring employers to notify their employees of the provisions of the Act or regulations or any order and particularly with regard to the provisions concerning working hours; or providing for the payment of an employee's wages to the Minister or some other person in the event that the employee cannot be found.

Regulations may also provide for the establishment of consultative or advisory committees to advise the Minister on any matters arising to relation to the administration of the Act.

Provincial Labour Standards Legislation, 1964

Seven provinces adopt new labour standards provisions; New Brunswick, Ontario and Alberta make most extensive changes

In 1964, seven provinces adopted new labour standards provisions; New Brunswick, Ontario and Alberta made the most extensive changes.

New Brunswick enacted the Minimum Employment Standards Act, which provides for a weekly rest, fixes a minimum age for employment, regulates the hours of work of women and young persons, and provides for maternity leave. The New Brunswick Vacation Pay Act was extended to virtually all employees in the province except domestic servants and farm workers. Amendments to the Minimum Wage Act made it clear that tips are not to be counted when computing minimum wages, introduced changes in coverage and increased the general penalty for violations.

In Ontario, amendments to the Industrial Standards Act made a number of changes in administration, added new publicity requirements, strengthened enforcement procedures and clarified a number of other provisions. Provisions regulating the hours of work of women and young persons formerly contained in the factory legislation were added, with some modifications, to the Hours of Work and Vacations with Pay Act.

Alberta passed the Public Works Creditors Payment Act, which is designed to ensure that persons who supply labour, materials, equipment or services to contractors engaged in government construction contract work are paid in full. Amendments to the Alberta Labour Act enable the Government to provide for paid holidays, and strengthen the wage recovery provisions.

In Nova Scotia, a new Minimum Wage Act, applicable to both men and women, not only provided for the establishment of minimum wage rates but also authorized orders fixing maximum working hours and introduced a new provision requiring one week's notice of termination of employment.

Manitoba replaced its Fair Wage Act by the Construction Industry Wages Act. The new Act continues the principle of establishing minimum rates and maximum regular working hours for employees in the construction industry based on recommendations of a board composed of representatives of employers and employees in the industry; but instead of one board, it provides for three separate boards for different sectors of the industry.

Saskatchewan raised the school-leaving age and British Columbia amended its Trade-schools Regulation Act.

NEW BRUNSWICK

Minimum Employment Standards Act

The New Brunswick Minimum Employment Standards Act, which went into force on May 1, incorporates the weekly rest provisions formerly contained in the Weekly Rest Period Act, fixes a minimum age for employment, regulates the hours of employment of women and young persons and provides for maternity leave.

The new legislation applies to every place of employment in the province except private homes, farms and establishments under federal labour jurisdiction.

The weekly rest requirement is the same as in the former legislation. As before, employers msut give their employees a weekly rest of at least 24 consecutive hours, to be taken if possible on Sunday. The only exceptions are farm workers, part-time employees not usually employed more than five hours in any one day, persons who in the opinion of the Minister are required to cope with an emergency, and employees excluded from the Act by order-in-council.

Some variation of the weekly rest requirement is again provided for. Where a weekly rest is impracticable, the Minister, as before, may permit rest periods to accumulate and to be taken later, either part at a time or all together.

The Act prohibits the employment of children under 16 years without a written authorization from the Minister of Labour. In addition, the Minister has discretionary authority to forbid the employment of persons 16 to 18 years of age in employment deemed to be dangerous or injurious to their health or welfare.

Restrictions on hours of employment of female employees and of boys under 18 years, previously contained in the factory legislation, have been transferred to this

Act, with some modifications. They now provide that, except with the permission of the Minister, female employees and boys under 18 years may not work more than 9 hours in a day and 48 in a week. Previously, the weekly limit was 54 hours and applied only in factories.

Daily hours may be extended, however, to give a shorter work day on Saturday, or some other day. If a permit to work longer hours is granted, the employer must keep a record of the hours worked and post a notice signed by the employer and the inspector setting forth the conditions contained in the authorization.

No employer may permit an employee to work more than six hours without a meal period. An exception is made, however, for a shift worker employed on a shift of eight hours or less.

Another general provision applicable to both men and women provides that, when services are terminated, the employer must, not later than the next regular pay day, pay to the employee all wages or salary earned by the employee up to the time of termination of employment.

The new Act also includes maternity leave provisions similar to those in the British Columbia Maternity Protection Act.

They provide that an employer must permit a pregnant woman to be absent from work for a period of up to six weeks before her time of delivery on production of a medical certificate stating that her delivery will probably take place within six weeks. The Act also prohibits the employment of a woman for six weeks after childbirth or for a longer period on production of a medical certificate. A woman who has been on maternity leave may not be dismissed until she has been absent for 16 weeks or more.

To ensure enforcement, inspectors are empowered to enter work-places at reasonable times and make such investigations and inquiries as may be necessary.

Penalties are provided for violations of the Act. A person found guilty of an offence is liable to a fine from $100 to $1,000 and, in default, to imprisonment for up to six months.

Minimum Wage Act

The New Brunswick Minimum Wage Act was amended with respect to coverage. Officers, officials and persons employed in a confidential capacity, formerly excluded, are now covered but part-time employees who work for four hours or less a day or 24 hours or less a week are no longer within the scope of the Act. Domestic servants, agricultural workers and Crown employees continue to be excluded.

Another amendment makes it clear that tips and gratuities are not to be counted when computing minimum wages.

The general penalty for a violation of the Act is now a fine of from $100 to $1,000 and, in default, imprisonment for up to six months.

Vacation Pay Act

The coverage of the New Brunswick Vacation Pay Act, which provides for a week's vacation with pay after a year's service, was extended to cover all employees in the province except domestic servants, farm workers, Crown employes and persons employed for four hours or less a day or 24 hours or less a week. Previously, the Act applied only to persons employed in the construction and mining industries or in the processing, canning and packing of fish, fruit or vegetables.

As before, employees who do not work the 225 working days or shifts necessary to qualify for a vacation or whose services are terminated before the end of the vacation year are entitled to vacation pay, (two per cent of annual earnings). This vacation pay must now be given not later than the next regular pay period after the vacation pay year ends or employment ceases, as the case may be.

ONTARIO

Industrial Standards Act

The Ontario Industrial Standards Act, which sets out a procedure whereby schedules of wages and hours and days of labour formulated at employer-employee conferences may be made legally binding on all employers and employees in the particular industry or trade in the specified zone, has been extensively amended.

The legislation was first enacted in 1935 to protect workers against substandard wages and working conditions, and responsible employers against unfair competition. There have been no major changes either in substance or in administation since 1937.

The Report of the Royal Commission on Labour-Management Relations in the Construction Industry (the Goldenburg Report) stated that briefs submitted to the Commission criticized the enforcement of construction schedules and the lack of regular inspections. The Commissioner recommended a number of changes to make the Act more effective in construction,

which included the provision of adequate machinery for administration and enforcement.

In September 1962, Professor Bora Laskin of the University of Toronto was appointed as a Committee of Inquiry to review, through public hearings and otherwise, the scope and operation of the Industrial Standards Act, and to make such recommendations as he deemed advisable.

In his report, which was released on November 18, 1963, Professor Laskin stated that the Act should be retained but modified. He recommended 57 legislative and administrative changes to bring the Act into line with modern working conditions and to strengthen enforcement procedures.

Many of these recommendations have been taken into account in the amending Act, which has made a number of changes in administration, strengthened enforcement procedures and added new publicity requirements. The range of permitted terms of an industrial standards schedule has been increased and the Minister's power to define zones and industries has been clarified.

Responsibility for the administration of the legislation has been transferred from the Industry and Labour Board to a full-time officer of the Department of Labour to be known as the Director of Labour Standards. The Minister of Labour has authority to designate an officer of the Department as Administrator of Industrial Standards, who may perform the duties and exercise the powers of the Director under his direction.

The amended Act clarifies the power of the Minister to enlarge, reduce or divide a designated zone as economic considerations and the public interest indicate. He is also empowered to amend the definition of an industry without invalidating an existing schedule for the industry.

Publicity Requirements

In accordance with a recommendation of Professor Laskin, new publicity requirements have been imposed. The Act now makes it obligatory to publish notices of the convening of a conference so that interested persons will know officially that proceedings for a schedule are pending. A notice of proposed amendments to a schedule also must be published to enable objections to be weighed. Previously the Act contained no requirement for advertising the holding of a conference but in practice this was done.

In his report, Professor Laskin questioned the validity of the provisions in industrial standards schedules that purported to prescribe pay for days not worked (so-called paid statutory holidays). To remove any doubt, the range of permitted terms of a schedule has been increased to include vacations with pay or pay in lieu of a vacation and pay for designated holidays.

The definition of wages was reworded to make it clear that for purposes of a schedule, incentive rates in any of their variations are wages. "Wages" is now defined as any form of remuneration for labour performed, including payment at an hourly, daily, weekly or monthly rate or at a piecework or unit-price rate on an incentive or production basis.

As before, the Minister may approve a schedule formulated at a conference only if it is supported by a "proper and sufficient representation of employers and employees." An amendment empowers the officer who convened a conference to conduct post-conference investigations into the conditions of labour and the practices prevailing in the industry and to recommend to the Minister variations in the schedule proposed by the conference.

Schedules will remain in force during pleasure, as before, but the provision for giving schedules a fixed duration not exceeding 12 months has been dropped.

Advisory Committees

A number of amendments concern advisory committees. One provides that members of advisory committees are to be reimbursed out of provincial funds for expenses incurred in carrying out their duties. Another amendment makes it clear that members will not be disqualified from acting as such merely because they come from the industry or trade governed by the schedule they seek to enforce. A quorum rule is also prescribed for decisions of an advisory committee.

In view of the urgency often attending a request for overtime work, an advisory committee is now authorized to delegate its power to issue permits for overtime work.

The provisions for keeping and inspecting records pertaining to hours, wages and vacations of employees have been strengthened. It is now mandatory for an employer covered by a schedule to keep, for a period of 12 months, records showing the prescribed information in respect of each employee. Previously, employers were required to furnish information and produce records when requested by the Board.

Another amendment enables an inspector to enter premises at all times when employees are at work. This change had been

urged by all advisory committees of the garment industry that appeared at the Inquiry and was also recommended by the Commissioner.

Penalties

The pecuniary penalties for breaches of a schedule, which had not been changed since 1936, have been increased in accordance with Professor Laskin's recommendations. An employer who contravenes a schedule is now liable to a fine of $50 to $200 for a first offence, and to a fine of $100 to $1,000 for subsequent offences. In case of default, an employer is again liable to imprisonment for a maximum term of two months for a first offence and of six months for a subsequent offence.

In addition to the fine, an employer convicted of failure to pay the minimum rate of wages prescribed by a schedule will again be required to pay any wages owing. The Director is given discretionary authority to order this money forfeited to the Crown, or to order all or part of it paid to the employee, depending on whether or not there has been employee complicity in the evasion of the schedule.

To ensure enforcement of an order to pay wages, the Director has been empowered to file an order in a division court, or in a county or district court if the amount is over $400.

An employee who contravenes a schedule is now liable to a fine of $25 to $100 and, as before, to imprisonment for up to 10 days in case of default.

The amended Act makes it an offence for an employer to discharge or to discriminate against an employee who has given evidence in any proceeding under the Act, or given to the Director or other authorized person any information regarding earnings, hours or conditions of labour of employees in an industry. In addition to any penalty imposed, the convicting magistrate many now order an employer found guilty of intimidation to reinstate the employee, with or without compensation for loss of earnings or other employment benefits. An order for reinstatement may be enforced by filing it in the Supreme Court.

Hours of Work Act

Provisions dealing with hours and conditions of employment of women and young persons formerly contained in the Ontario Factory, Shop and Office Building Act have been transferred with some modifications to the Hours of Work and Vacations with Pay Act. This amendment was recommended by the Royal Commission on Industrial Safety (the McAndrew Commission), which said that this change would make the factory legislation more cohesive and would also solve the problem of overlapping jurisdictions.

The amended Act provides that no young person under 18 years of age and no woman may work in any factory or shop (the term includes a restaurant, bowling alley, pool room or billiard parlour) between the hours of 12 midnight and 6 a.m., except with the permission of the Minister of Labour. Previously, boys 14 to 16 years, girls 14 to 18 years, and women were not allowed to work in a factory between the hours of 6:30 p.m. and 7 a.m. or in a shop or restaurant between the hours of 11 p.m. and 7 a.m., except with the permission of a factory inspector.

More Than One Job

Another amendment is designed to ensure that no young person with more than one job works longer than eight hours a day. It stipulates that no young person may work, and no person may knowingly permit him to work, more than the prescribed number of daily hours, even though the work may be performed in more than one establishment.

The amended Act also limits the overtime hours of young persons. If regulations authorizing longer weekly hours are issued, the overtime of young persons must now be limited to six hours a week.

Another new feature is that the Industry and Labour Board is now empowered to fix minimum rates of wages for overtime worked by young persons. At present, there is no legislation in Ontario requiring employers to pay either adults or young persons a premium rate for overtime.

The section dealing with eating periods has been reworded to cover men as well as women and young persons. An employer is required to give his employees eating periods of at least one-half hour, or such lesser period as the Board may approve, at such intervals that no employee works longer than five consecutive hours without an eating period. If shorter eating periods have already been established in any workplace, however, they may be continued, except with respect to young persons, unless the Board orders otherwise.

Public Works Creditors Payment Act

The Alberta Public Works Creditors Payment Act, which is similiar to legislation adopted in Ontario last year, is designed to ensure that persons who supply labour, equipment, materials or services to a contractor with a provincial government contract are paid in full.

According to press reports, the Minister of Highways said outside the House that the legislation was meant to protect employees of bankrupt contractors who sometimes had to wait long periods before collecting back wages and salaries because bonding companies sometimes took a long time to determine the extent of their involvement.

Into Force July 1

The new legislation, which went into force on July 1, permits the Alberta government to pay money owing under a public works contract directly to the creditors and to recover the amounts paid from money due the contractor or from the bonding company.

If a contractor (the term is defined to include a subcontractor) fails to pay a creditor and a claim is filed with the responsible department or agency within 90 days after the last day on which the labour, equipment, materials or services were provided, the Crown may, after giving notice to the contractor and surety, pay the claimant the sum settled upon and deduct the amount so paid from the moneys due the contractor or from the moneys or securities, if any, deposited to ensure performance of contract. If there is not sufficient money to cover the amount paid to the creditor, the bonding company, if any, must make up the deficiency.

The Act also makes it mandatory for every contractor to post in a conspicuous place on the public work a copy of the provision dealing with payment of claims described above.

In addition, the contractor may be required to send to the Crown, on demand, a list of his creditors, giving particulars.

A contractor who does not comply with the publicity requirement or who fails to submit a list of his creditors when requested is guilty of an offence and liable to a fine of from $10 to $100 for every day the default continues.

Labour Act

The amendments to the labour standards provisions of the Alberta Labour Act were concerned with payment for holidays, recovery of unpaid wages and employment agencies.

One amendment makes it possible for the Government to provide for paid holidays. It authorizes the Board of Industrial Relations, with the approval of the Lieutenant Governor in Council, to make an order fixing "the basis for the computation of minimum sums of money," to be paid by any employer to any of his employees who do not work on the holidays, except Sundays, defined in the Interpretation Act, 1958, and to his employees who do work on such holidays. Alternatively, the order may provide that, in lieu of holiday pay, an employer may pay the employee a specified percentage of his ordinary wages on termination of employment or at the time he commences his annual vacation, whichever is earlier.

In line with this change, the section empowering the Board to require the payment of the overtime rate for time worked on a statutory holiday has been revoked. This provision had never been used. The general minimum wage orders applicable to most workplaces do, however, prohibit deductions from the weekly minimum wage for time not worked on a statutory holiday, if the employer's place of business is closed for the holiday.

New Penalty Clauses

The section requiring an employer to pay an employee any wages due him within 10 days after the expiration of each period of employment has been strengthened by the addition of new penalty clauses. The Act now provides that, in addition, to any fine imposed, the convicting magistrate must order a defaulting employer to pay any wages owing. If necessary, the amount payable may be recovered by seizure of the employer's goods and chattels. An employer who fails to comply with such an order is liable to imprisonment for from 10 to 90 days.

The section prohibiting the operation of fee-charging employment agencies has been amended to exclude firms or persons providing a counselling and placement service for professional, scientific or executive personnel where no fee is charged directly or indirectly to the person seeking employment or to an employee.

Minimum Wage Act

The new Nova Scotia Minimum Wage Act, which went into force on July 1, replaced the Women's Minimum Wage Act and the Male Minimum Wage Act, a statute enacted in 1945 and never put into operation. The new legislation covers all employees in the province except domestic servants and farm labourers.

According to press reports, the Minister of Labour said that the Bill stemmed from considerable agitation in the province for such legislation but that neither employers or employees had been asked to present their views. Before the Bill was drafted, however, circulars were sent to 12,000 employers in the province asking for information as to the number, age and sex of their employees and the wages paid.

In line with the practice in other provinces, the new Act does not set a statutory minimum rate but provides for the establishment of a Minimum Wage Board, composed of from five to seven persons, with authority to fix minimum wage rates and to regulate other conditions of work, subject to the approval of the Lieutenant Governor in Council.

In explanation of this, the Minister said it was difficult to set a general minimum wage in the province because of the diversity of employment; for this reason it was thought advisable to have a board similar to ones established in other provinces because it would set different rates for different job classifications and for various areas of the province.

The new Board was set up in June and is composed of seven persons, five of whom were members of the former Board. As required by law, two of the members are women.

The Board is given wide discretion in fixing rates and in applying the rates so established. It may apply the minimum rates to employees generally or to any group or class or sex of employees in any industry, business, trade or occupation, or it may establish regional differentials. The Board may regulate deductions from the minimum wage and fix maximum charges for board, lodging, uniforms, laundry or other services provided by the employer.

In its orders, the Board may set special rates for apprentices, and for inexperienced or handicapped employees, and may limit the number of persons employed at such rates. It may also issue special permits authorizing the employment of handicapped workers at sub-minimum rates.

In addition, the Board is now empowered to establish the regular working period and the maximum number of hours of labour that may be worked regularly in any industry, business trade or occupation. At present, there is no general hours of work law in effect in the province.

The Act expressly states that every employer who permits an employee to perform any work with respect to which a minimum wage is established will be deemed to have agreed to pay the employee at least the minimum wage. The minimum wage must be paid only by cash or by cheque payable at par at the place where the employee performed the work.

A provision not in the earlier legislation makes it quite clear that tips and gratuities are not to be included when computing wages.

Another new feature is a provision requiring a notice of termination of employment similar to that in effect in Saskatchewan.

If an employee has been continuously employed for three months or more, an employer is now forbidden to discharge the employee (except for just cause other than shortage of work) or to lay him off without first giving him at least one week's notice. An employee with three months service or more is required to give his employer a similar notice of his intention to terminate his employment.

An employee who has been given notice is entitled to the wages earned during the period of notice or a normal week's wages, exclusive of overtime, whichever is greater.

Another new provision makes it obligatory for employers to pay, within 10 days of termination, all wages owing, regardless of the reason for termination or the period of employment.

The above provisions do not apply, however, where another period of notice of termination or another time of payment of wages upon termination is provided for in a written contract of employment between the employer and the employees or in a collective agreement between the employer and a union of which the employee is a member.

An employer who fails to pay the minimum wage or charges more than the prescribed amount for board, lodging, laundry or other services is liable to a fine of up to $500 for each employee affected and a fine of up to $1,000 for each subsequent offence. If he defaults, he is liable to imprisonment for a maximum term of 90 or 180 days, de-

pending on whether it is a first or subsequent offence. In addition to the fine, an employer will be required to pay the difference between the wages paid and the minimum wage.

An employer or employee who fails to perform any duty imposed by the Act, or who refuses to permit an inspection or examination or who refuses to disclose information, is liable to a fine of up to $500 and, in default of payment, to imprisonment for up to 90 days. Higher penalties may be imposed for a subsequent offence.

An additional penalty may be imposed where there has been collusion. In such cases, both the employer and the employee are liable to a fine of up to $100 or to imprisonment for up to 30 days if they default, in addition to any other penalties to which they are liable.

Employees who make complaints are now protected against retaliatory action. An employer who discharges or otherwise discriminates against an employee who has filed a complaint or given information or taken any part in any proceedings under the Act is now liable to a fine of up to $500 and, in default, to imprisonment for up to 90 days.

An employee who has been paid less than the minimum wage is entitled to recover the difference in a civil action, together with costs. If employment has been terminated, the action must commence within one year.

MANITOBA

Construction Industry Wages Act

The Manitoba Construction Industry Wages Act, which went into force on October 15, replaces the Fair Wage Act.

During the debate on the Bill, the Minister of Labour said that the new legislation was the result of long and intensive study by a joint committee of the construction industry.

The new legislation continues the principle of establishing basic wages and hours in the construction industry through recommendations made by boards composed of representatives of employers and workers in the industry. It differs from the former legislation in that it recognizes that different sections of the indusrty have different problems and provides for separate boards.

The Fair Wage Board has been replaced by three boards—the Heavy Construction Wages Board, the Greater Winnipeg Building Construction Wages Board and the Rural Building Construction Wages Board.

Each of these boards is composed of two employees' representatives and two employer representatives, with a public member as chairman. Members were appointed in October for a term of five years. Each has the same public member as chairman.

The duties of each of the new boards are similar to those of the Fair Wage Board. Each is required to make an annual report to the Minister of Labour recommending minimum rates of wages and maximum regular working hours for employees under its jurisdiction.

The jurisdiction of the Heavy Construction Wages Board is limited to persons employed as operators of heavy construction equipment and to employees who do work incidental to work done by heavy construction equipment and who are not within the building construction trades.

The Greater Winnipeg Building Construction Wages Board is empowered to make recommendations in respect of employees (other than heavy construction employees) who are employed in the industry in Greater Winnipeg or on major building construction projects anywhere in the province. The term "major building construction projects" is to be defined by regulation.

The Rural Building Construction Wages Board will be concerned with employees outside Greater Winnipeg who are employed on small building construction projects.

Initially, procedures are to be the same as under the Fair Wage Act. Before preparing its annual report, a board must hold public hearings, notice of which must be published in at least one newspaper having general circulation in the area.

Certain criteria are laid down in the Act to guide the boards in making their recommendations. Each board must consider

(a) prevailing wages and prevailing practices relating to hours of work in the part of the construction industry under its jurisdiction;

(b) collective agreements in the relevant sector of the industry;

(c) any other factors the Minister requires it to consider or the board thinks relevant.

The new legislation differs from the former Act in that there is no provision for further publication of the recommendations or for receiving additional submissions from interested parties.

If a board's recommendations are approved, the Lieutenant Governor in Council may issue regulations prescribing minimum rates of wages and the maximum number of hours to be worked in any day, week or month at straight-time rates. These regulations may apply to part of the province only and may prescribe different standards for different classes of employees, different

areas or different major building construction projects.

Several sections not in the earlier legislation are designed to ensure that workmen receive the wages due them. One provides that, unless the Minister otherwise permits, every employee must be paid, within five days after the end of the pay period for which the wages are payable, the whole of the wages to which he is entitled.

An employee in the buildling construction industry or in the road and drainage construction industry is entitled to recover unpaid wages by instituting proceedings under the Wages Recovery Act, which provides a summary procedure for the recovery of wage claims up to a maximum of $500.

Special wage recovery procedures apply where the defaulting employer is a contractor or subcontractor engaged in government contract work. In such cases, an employee may file a written claim with the Minister within 30 days after the date upon which the wages first became due. If the Minister is satisfied that the wage claim is valid, he will order that the amount be paid to the employee.

If the employer is a contractor, the responsible Minister must pay the money to the employee as directed and deduct the amount from any moneys due the contractor or from any security held to secure performance of contract. In the case of a subcontractor, the contractor is responsible for paying the employee and recovering the money from any moneys payable to the subcontractor.

An employer who violates the Act is liable to a fine of up to $100 for each day the offence continues or to imprisonment for up to three months or both if an individual or to a fine of up to $1,000 a day if a corporation.

If an employer has been convicted of a failure to pay wages, the magistrate must order him to pay the amount owing together with costs.

SASKATCHEWAN

An amendment to the Saskatchewan School Attendance Act raised the statutory school-leaving age from 15 to 16 years, effective July 1, 1964.

BRITISH COLUMBIA

The British Columbia Trade-schools Regulation Act, which requires trades schools to register with the Minister of Labour, was amended to prohibit operators of such schools from charging a fee for giving employment to any person, for finding work for students or for providing any person with information regarding an employer seeking workers.

Labour Relations Legislation in 1964

Quebec adopts new labour code. Alberta, Nova Scotia and Ontario amend labour relations laws. New Brunswick gives certain negotiating rights to association of civil servants

At the 1964 sessions of their provincial Legislatures, five provinces—Quebec, Alberta, Nova Scotia, Ontario and New Brunswick—enacted legislation dealing with employer-employee relations.

Quebec adopted a new Labour Code, which incorporated provisions of seven earlier laws dealing with labour-management relations and introduced a number of significant new features. Among other changes, it extended coverage to virtually all workers in the province; granted most public service employees, whether employed by municipal or provincial government agencies or private companies, the right to strike; and introduced new union security provisions.

Amendments to the Alberta Labour Act revised the arbitration provisions and placed restrictions on a union's right to discipline its members.

In Nova Scotia, amendments to the Trade Union Act made the Labour Relations Board responsible for hearing unfair labour practice charges, introduced some changes in the conciliation provisions, and authorized preferential hiring agreements. The section of the Coal Mines Regulation Act dealing with deductions from miners' wages for union dues was reworded.

In Ontario, amendments to the Labour Relations Act made some changes in the conciliation provisions and gave higher status to voluntary recognition. Amend-

ments to the Police Act made improvements in collective bargaining procedures for policemen.

In New Brunswick, amendments to the Civil Service Act recognized the Civil Service Association of New Brunswick for the purpose of representing civil servants in negotiations with the government. A bill that would have introduced some 19 amendments to the Labour Relations Act was withdrawn for further consideration, after being referred to the committee of the whole House.

QUEBEC

The Quebec Labour Code, which went into force on September 1, is more than a consolidation of existing legislation. Besides incorporating some of the provisions of seven earlier laws dealing with labour relations matters, including the Labour Relations Act, the Public Services Employees Disputes Act and the Quebec Trade Disputes Act, it also introduces a number of new principles and a new philosophy. This was emphasized by the Premier in a Speech to the Legislative Assembly on the final day of the debate on the Bill. He said that the Bill in its final form represented "an evolution in the thinking of the Government in labour relations."

"It is evident that in all the democratic countries of the world economic forces are tending more and more to replace judicial forces in the world of industrial relations", the Premier said. "In Quebec, it was time that we acted like other countries, that we recognized that this opinion prevailed. . . ."

The new Code has extended coverage to virtually all workers in the province and has granted most public service employees the right to strike, subject to restrictions similar to those in the United States Taft-Hartley Act. The voluntary, revocable check-off has been introduced, and timber operators and owners of mining enterprises are now obliged to grant access to their properties to union organizers with permits from the Labour Relations Board.

Conciliation procedures have been simplified, the result being that the conciliation officer stage is now the only compulsory step, and the parties are free to engage in a strike or lockout 60 days after conciliation is first requested (90 days in the case of a first agreement).

The Code also authorizes regulations establishing special certification procedures for the building trades and for logging operations. Two controversial provisions adopted in 1954 that required the Labour Relations Board to refuse to certify, or to decertify a union if any of its officers had engaged in Communist activities, or called a strike against a public service, have been dropped.

The new Code represents the third draft, a first draft having been introduced in June 1963 and a second in January 1964. The first version of the Code, which was drafted in consultation with the Superior Labour Council, would have introduced the compulsory, secret strike vote and established a permanent court of arbitration composed of district judges to decide disputes involving public service employees. It also included new provisions similar to those in the final draft, dealing with the check-off, a union's right of access to logging camps, and certification and conciliation.

After first reading, this bill was referred to the Committee on Industrial Relations and held over for further consideration in the light of representations made at the public hearings.

The second draft made few changes in the original Bill. It did, however, include a new provision making it illegal for an employer to discharge an employee for engaging in a legal strike.

This second draft also introduced two other new provisions to which unions raised strong objections (Articles 54 and 57). One, which the unions said would place the whole issue of collective agreements in the hands of the civil courts, stated: "A collective agreement shall give rise to all the rights and recourses provided by law for the enforcement of obligations."

The other controversial provision, which some union leaders claimed provided an open invitation for members to stay outside a union, provided that: "The provisions of the collective agreement that are applicable to an employee shall, by the operation of law, form part of his individual contract of employment and, notwithstanding any waiver, he may claim the advantages thereof."

As a result of strong union protests, which included a threatened general strike by the Quebec Federation of Labour, the Government dropped these two provisions from the third draft of the Code introduced on May 12, as well as the provision regarding strike votes.

According to press reports, the Minister stated that this was done to facilitate the development of new jurisprudence in labour relations.

"The Government believes that the collective agreement is the cornerstone of employer-employee relations", he said. "It

wishes to allow all possible latitude for the definition of rights and obligations and the establishment of more efficient procedure for the regulation of grievances."

The provisions respecting public service employment, which had also been criticized by unions as well as by other groups, were left unchanged, pending the report of the Special Committee of the Legislature appointed to study collective bargaining in the provincial government service, hospitals, school boards and municipalities.

In July, after this Committee had submitted its final report, the Premier tabled new provisions extending the right to strike to most workers in public service employment, with provision for government intervention in times of emergency.

Coverage—In the new Code, the term "employee" is broadly defined to include any person who works for an employer and for remuneration. This means that virtually all workers in the province, including professional employees, domestic servants and farm workers, are within the scope of the new law and have the right to organize.

The only exemptions are directors or officers of a corporation, managers, superintendents, foremen and persons who represent the employer in his relations with his employees. Civil servants subject to the Civil Service Act (except employees of the Quebec Liquor Board) and members of the Quebec Provincial Police Force are also excluded.

Some restrictions, however, are imposed on professional employees and farm workers. Members of certain professions (lawyers, doctors, homoeopaths, druggists, dentists, veterinarians, civil engineers, land surveyors, architects, forestry engineers, optometrists, opticians and chartered accountants), and students in these professions, now have the right to organize; but any unions formed out of such associations must be made up exclusively of members of the same profession.

Farm workers are not considered employees for certification purposes, if fewer than three persons are regularly employed in the operation of the farm. In all other cases, a single employee may now constitute a group for certification purposes.

Right of Association and Union Security—The Code re-affirms the right of employers and employees to belong to associations of their own choosing, and introduces new safeguards to protect the exercise of that right in outlying lumbering or mining camps where employees live on premises controlled by the employer.

It is now mandatory for the owner of a mining enterprise to allow a union representative with a permit from the Labour Relations Board access to lands where employees are living, and to provide him with food and shelter at the prices charged employees.

The obligations imposed on timber operators go even further. Besides granting a union organizer access to logging camps and providing him with food and lodging at the rates charged employees under an applicable minimum wage order, the timber operator must, on request, advance an employee the money to pay the union entrance fee and the first dues, provided the employee has that amount to his credit.

The above provisions do not apply to farmers or settlers who carry on logging operations on their own property.

The general ban against holding union meetings at the place of employment, unless a union has been certified and has obtained the consent of the employer, has been relaxed to some extent with respect to logging camps. As a result, union meetings may now be held in buildings where loggers take their meals, provided the required formalities have been observed. Meetings in employees' living quarters are again prohibited, however.

The voluntary, revocable check-off of union dues has been introduced. The Code makes it obligatory for an employer to honour a written assignment to a certified union.

In line with this change, the general prohibition against coercion or intimidation in seeking or discouraging membership in an association has been strengthened by a proviso forbidding any person to try to force an employee to make, or to cancel, a written assignment of wages to an association.

Certification—An association of employees (defined as a group of employees constituted as a professional syndicate, union, brotherhood or otherwise, having as its object the study, safeguarding and development of the economic, social and educational interests of its members, and particularly the negotiation and application of collective agreements) is entitled to be certified if it comprises the absolute majority of the employees of an employer, or of the employees whom the Labour Relations Board has designated as a separate unit for purposes of the Act.

As noted earlier, a single employee, other than a farm worker, may now be considered a unit for certification purposes.

Time limits for the raising of representation issues are clearly set out in the new Code. If a group of employees is not already represented by a certified association, a union may apply for certification at any time. After certification has been granted, it will be protected for 10 months, if a collective agreement has not been made and a dispute has not been submitted to arbitration.

If there has been no agreement and no recourse to a strike or lockout, a rival union may apply for certification six months after the date on which a strike or lockout may legally begin. If there has been an agreement or an arbitration award, another union may apply for certification any time from the 60th to the 30th day before the expiry date of the agreement or award. If certification is refused, another application may not be filed for three months.

Within these same periods, the Board may cancel a certification if an association has lost its majority or has ceased to exist.

Another important change is that the new Code recognizes that certification procedures designed for a factory with a permanent work force are not suitable for seasonal industries such as construction and logging. Accordingly, the Board is now authorized to establish, by regulation, special certification procedures for construction and logging that would take into account the temporary and seasonal nature of these industries.

One other province, Ontario, has enacted special provisions for the construction industry. Quebec is breaking new ground, however, in authorizing special procedures for the logging industry.

The successor-employer clause, adopted in 1961, has been incorporated without change. It states that "the alienation or operation by another in whole or in part of an undertaking otherwise than by judicial sale will not invalidate any certificate issued by the Board, any collective agreement or any proceeding for the securing of a certificate or the carrying out of a collective agreement".

It further provides that the "new employer, notwithstanding the division, amalgamation or changed legal structure of the undertaking, is bound by the certificate or collective agreement as if he were named therein, and shall become *ipso facto* a party to any proceeding relating thereto, in the place of the former employer." The Board, as before, is empowered to record the transfer of rights and obligations and to settle any difficulties that may arise in such cases.

Collective Agreements—The Code expressly states that, after the prescribed notices have been given, negotiations must be begun and must be carried on diligently and in good faith.

It further provides that a collective agreement may contain any provision respecting conditions of employment that is not contrary to public order, or prohibited by law. Either party may now demand that the agreement be drawn up in both the English and French languages. As before, the term of a collective agreement may not be less than one year or more than three.

A collective agreement made by a certified or recognized association is binding on all the present or future employees contemplated by the certification or recognition. Similarly, a collective agreement made by an employers' association is binding on all present and future members.

The Code further provides that a certified or recognized association may "exercise all the recourses which the collective agreement grants to each employee whom it represents, without being required to prove that the interested party has assigned his claim". The claims of several employees against the same employer may be cumulated and the total claim will determine the competency of the court of original jurisdiction, as well as that of the court of appeal.

Conciliation—Conciliation procedures have been simplified. The conciliation board stage has been eliminated, leaving the conciliation officer stage as the only compulsory step.

Upon notification, concilation services will, as before, be made available if negotiations have been carried on for 30 days and no agreement has been reached, or if either party believes that negotiations will not be completed within a reasonable time. The Code stipulates that the parties to the dispute must attend all meetings to which they are called by the conciliation officer. The conciliation officer now has 30 days, instead of 14 days, in which to try to effect a settlement, unless the parties agree to an extension.

If an agreement is not reached, the parties are now free to engage in a strike or lockout 60 days after they have notified the Minister that negotiations were unsuccessful (90 days in the case of a first agreement).

Councils of Arbitration—Although the conciliation officer stage is now the only compulsory step, a dispute may be referred to a council of arbitration upon the written request of both parties. As before, a council of arbitration is to be composed of a representative of each of the parties and a president chosen by the two nominees, or

by the Minister of Labour if the representative members fail to select one within the prescribed time.

A new feature is that every president of a council of arbitration appointed by the Minister must now be selected from a panel of 25 names drawn up annually after consultation with the Superior Labour Council.

The council of arbitration must make its award within 60 days after the appointment of the president. Upon the president's request, the Minister may extend the time limit for an additional 30 days, if he deems it in the interest of justice and of the parties, or for a further period if necessary.

The award of a council of arbitration will have the same effect as a collective agreement and will bind the parties for a maximum period of two years. The Code further provides that an award "may be executed under the authority of a court of competent jurisdiction at the suit of a party who shall not be obliged to implead the person for whose benefit he is acting."

Strikes and Lockouts—Strikes by uncertified or unrecognized unions continue to be forbidden, which means that it is still illegal for unions to use a strike as an organizational weapon, or as a means of forcing recognition upon an employer.

A strike during the period of a collective agreement is also forbidden unless the agreement provides for revision during its term and the prescribed conditions have been observed. A lockout is prohibited except where an association of employees has acquired the right to strike.

As previously noted, a strike or lockout may not begin until after the prescribed delay; that is, 60 days after notifying the Minister that negotiations were unsuccessful (90 days in the case of a first agreement).

An important new provision makes it illegal for an employer to discharge an employee for engaging in a legal strike. The Code explicitly states that "no person shall cease to be an employee for the sole reason that he has ceased to work in consequence of a strike or lockout."

Grievance Procedure—A grievance (that is a disagreement respecting the interpretation or application of a collective agreement) must, as before be referred to arbitration. The Code stipulates that every grievance must be submitted to arbitration in the manner provided in the agreement, if it so provides and if the parties abide by it. Otherwise, it must be referred to an arbitration officer chosen by the parties, or failing agreement, by the Minister.

During the term of a collective agreement, any disagreement other than a grievance must be settled in the manner, and to the extent provided in the agreement.

Public Service Employment—Public service employees have been granted the right to strike, subject to certain restrictions similar to those in the Taft-Hartley Act.

The new rules apply to the following categories of public service employees: persons employed by municipal and school corporations; hospital workers; persons employed in sanatoria, mental institutions, hospices, crèches and orphanages, universities, colleges and convents; workers employed in communication and transportation industries (telephone, telegraph, boat, tramway, autobus, trucking or railway); and employees in companies providing utility services (gas, water, electricity and garbage collection).

Under the former legislation governing public service employment—the Public Services Employees Disputes Act—employees in the above categories, except those employed in trucking or garbage collection, had the right to associate and to affiliate, but were forbidden to strike and were compelled to submit all disputes to arbitration.

Under the Code, public service employees may now resort to strike action, provided that the prescribed delays have elapsed and the Minister has been given at least eight days' written notice.

The Code provides, however, for government intervention in strikes in public services in times of emergency. If, in the opinion of the Lieutenant Governor in Council, a threatened or actual strike in a public service endangers the public health or safety, he may appoint a board of inquiry, which will have the same powers as a council of arbitration. The board of inquiry must inquire into the facts of the dispute and submit a report to the Minister within 60 days. In its report, the board of inquiry must not "pronounce any decision or make recommendations, but must confine itself to ascertaining the facts."

In extremely serious public service disputes, injunction proceedings may be instituted. After a board of inquiry has been appointed, a judge of the Superior Court may, upon the petition of the Attorney General, grant such injunction as he deems appropriate to prevent or terminate a strike, if he finds that the strike imperils the public health or safety. If such an injunction is granted, it will automatically terminate not later than 20 days after the expiration of the 60 days given the board of inquiry to submit its report.

As before, collective agreements covering employees of municipal or school corporations must be for a term of 24 months, and may not contain any clause conflicting with the rights and powers granted by law to municipal or school authorities respecting the hiring, suspension or dismissal of their employees.

Policemen and Firemen—Policemen and firemen are subject to the same restrictions as formerly.

Municipal constables are still forbidden to join an employees' association that is not composed entirely of municipal constables, or that is affiliated with another organization. Policemen and firemen are forbidden to strike. Any dispute between a municipal corporation and a certified or recognized association of policemen or firemen must be referred to a council of arbitration upon the report of the conciliation officer.

If either party fails to nominate its representative within 10 days after being requested to do so, the Minister will appoint the member. If the representative members cannot agree on a president, the Minister will select one from the panel described above.

In the event of any other kind of disagreement between a municipality and a policemen's or firemen's association, other than a contract negotiation dispute or a grievance, the Minister may instruct a conciliation officer to meet with the parties and try to effect a settlement. If no agreement is reached, the Minister may, after receiving the conciliation officer's report, refer the disagreement to a council of arbitration, even though some other method of settlement was provided for in the collective agreement.

The Code protects municipalities against awards that would disturb existing budgets. No provision of an arbitration award that would result in increased expenditures for a municipality may carry more than 12 months retroactivity, or take effect until the end of the current fiscal year.

Quebec Provincial Police Force—As previously noted, members of the Quebec Provincial Police are not considered employees within the meaning of the Act. The Code expressly prohibits members of the Provincial Police Force from joining an association of employees, that is, any professional syndicate, union, brotherhood or other group having as its object the study, safeguarding and development of the economic, social and educational interests of its members, particularly the negotiation and applictaion of collective agreements. The ban on strikes is also continued.

Provincial Civil Servants—Although the provincial government is deemed to be an employer under the Code, civil servants governed by the Civil Service Act, except those employed by the Quebec Liquor Board, are expressly excluded. In addition, their right to associate and to affiliate is still restricted. They may not be members of an association of employees, nor may they join any group affiliated with such an association. The only exceptions are civil servants of the professional class, who may belong to a federation composed of members of the same profession.

As before, civil servants are forbidden to strike.

Teachers—The Code does not apply to teachers, but it is expected that special legislation governing teachers will be introduced at the next session. Meanwhile, they will continue to be bound by the Act respecting school and municipal corporations, which means that any dispute involving teachers and a school board must be submitted to a council of arbitration established under the Act.

Labour Relations Board—The Labour Relations Board has been reorganized. The new body—to be known as the Quebec Labor Relations Board—is to be comprised of a chairman, five vice-chairmen and eight representative members recommended by the most representative labour and employers' associations.

Under the new Code, the representative members of the Board will be permitted to sit, but not to vote in an "inter-union process", that is, a dispute in which associations of employees are opposed to one another.

Cases involving the dismissal, suspension or transfer of employees for union activity will be heard by the board as a whole or by a panel composed of the chairman, a vice-chairman and at least two representative members.

The burden of proof that an employee was discharged, suspended or transferred for a "good and sufficient reason" and not for exercising a right guaranteed him by the Code still rests with the employer. As before, if the Board finds the employee's complaint was justified, it may order the offending employer to re-instate him, with all his rights and privileges, and to compensate him for his losses.

ALBERTA

Among other changes, the 1964 amendments to the Alberta Labour Act placed certain restrictions on a union's right to discipline its members, revised the arbitration provisions, and set out rules for voting

on a conciliation board's award when two or more employers are jointly bargaining with a trade union.

Certification—Some changes were made in the section setting out criteria for determining the representative character of a union for certification purposes. Besides a person who is a member in good standing, an employee who has applied for membership in a union, and has paid the required initiation fee not longer than three months before the date of the application for certification, will now be regarded as having selected the applicant union to be his bargaining agent.

If a representation vote is taken, only the employees who were in the unit on the day the application was made, or on another day fixed by the Board of Industrial Relations, are now eligible to vote.

Another amendment gave the Board discretionary authority to alter the description of the unit of employees affected by an application for certification, if it considers it desirable to do so.

Collective Bargaining—Several amendments to the collective bargaining provisions are concerned with multi-employer bargaining. One provides that a collective agreement between an employers' organization and a union is binding on every person who was a member of the employers' organization at the time the collective agreement was entered into, and on whose behalf the employers' organization bargained collectively. It further provides that if an employer ceases to be a member of the employers' organization he will, nevertheless, be bound by the agreement until it expires.

When an employers' organization begins to bargain, it must now provide the union with a list of all the employers on whose behalf it is bargaining; and if it fails to do so, it will be deemed to be bargaining for all the members of the organization. The only exception is an employer who, either personally or through the employers' organization, has notified the union within the prescribed time that he will not be bound by a collective agreement between the employers' organization and the union.

The section providing for the continuation of a certification and of a collective agreement when a business changes hands was amended to give the Board authority to decide the questions that arise when different groups of employees are intermingled following a sale or merger of businesses. Upon the application of any person or trade union affected, the Board may: (1) determine whether the employees concerned constitute one or more appropriate units for collective bargaining; (2) declare which trade union, if any, is the bargaining agent for the employees concerned; and (3) amend, if necessary, any certificate or any bargaining unit defined in any collective agreement.

In addition, the Board may declare which collective agreement, if any, is to continue in force, and to what extent, and which, if any, is to terminate.

The amended Act sets out a procedure for voting on the award of a conciliation board when two or more employers are bargaining jointly with a trade union. The bargaining agent and two or more employers may agree that any of the latter's employees who are affected by the award may vote as one unit. They may further agree that the employers concerned may accept or reject the award by majority vote in a secret, government-supervised vote held the same day as the employees' vote. If an employer declines to be a party to such an agreement, his employees will vote as a separate unit.

The amended Act further provides that, if the conciliation board's award is accepted by a majority of the employees voting as a unit, and by a majority of the employers who jointly bargain with the union, the award is binding on the employers who were parties to the agreement and on the employees affected thereby, and must be included in a collective agreement.

Strikes and Lockouts—Some minor amendments have been made to the section regulating strikes and lockouts. The Act now states that, when notice of a meeting to begin collective bargaining has been served by either party in accordance with the Act or with the terms of a collective agreement, no employer who gives or receives the notice may cause a lockout, and no employees of that employer may go on strike, until 14 days after the employees have voted on the conciliation board's award. This time limit will not, of course, apply if conciliation services have been refused by the Minister.

Strike action is again prohibited until a strike vote has been taken. As before, a union may not call a strike, and no employee may go on strike, unless a majority of employees in the unit concerned have voted in favour of a strike in a secret, government-supervised strike vote. In addition, the Act now makes it illegal for an employee to go on strike until at least two days after the union has notified the employer that the employees are going on strike. Similarly, an employer is now required to give the union at least two days written notice of a lockout.

Special rules now apply when two or more employers are bargaining jointly. If, in accordance with an agreement, two or more employers who bargain jointly have voted on an award and have rejected it, no employer who was a party to the agreement may cause a lockout until after a majority of the employers have voted in favour of a lockout in a government-supervised vote. If the employees of these employers vote as one unit, no employee may go on strike until a majority of the employees entitled to vote have voted in favour of a strike.

Arbitration—The arbitration provisions have been extensively revised, one change being that the issue of arbitrability must now be arbitrated. The amended Act provides that every collective agreement must include a provision for final settlement—by arbitration or such other method as may be agreed upon by the parties—of all differences concerning the interpretation, application, operation or alleged violation of the agreement, including any question regarding arbitrability.

In line with this change, the statutory arbitration clause that is deemed to be included in every private agreement that does not provide for the settlement of differences has been reworded to cover the question of arbitrability.

Although no specific qualifications for arbitrators are laid down, a conflict-of-interest clause has been introduced. It states that, unless otherwise provided in a collective agreement, any person is eligible to be appointed to a position, other than that of chairman, on an arbitration board; but no person may be appointed as an arbitrator who is directly affected by the matter before the arbitration board, or who has been involved in a previous attempt to negotiate or settle the matter.

Upon complaint of either party that an award has been unduly delayed, the Board of Industrial Relations may, after consulting the parties and the arbitrator or arbitration board, issue whatever order is necessary to speed up procedures.

The arbitrator or the chairman of the arbitration board, as the case may be, is now given the same power to compel the attendance of witnesses as a court of record in civil cases. He is also authorized to administer oaths, to enter and inspect workplaces and to interrogate persons.

Very detailed new enforcement provisions have also been added. If any of the terms of an arbitration award are not complied with, any party, employer, bargaining agent or employee affected by the award may, after notice to the parties concerned, apply to the Supreme Court of Alberta, by way of a notice of motion, either for an order confirming the award and declaring that it be entered as a judment of the Court, or for an order setting the award aside.

If the application for a confirming order is unopposed, the presiding judge must confirm the award and order it to be entered as a judgment of the Court, thereby making it enforceable as a court order.

Where an application for a confirming order is opposed or where an application is made to have the arbitration award quashed, the judge has discretionary power to set the award aside if the arbitrator has misconducted himself or the proceedings or if the arbitration award has been improperly procured.

The Court is now given discretionary authority to remove an arbitrator if he has misconducted himself or the proceedings, and to set aside the award.

The Court is further empowered to quash an award if it considers that the question is not arbitrable, or to order an issue previously held to be non-arbitrable to be tried by an arbitrator or arbitration board.

At the discretion of an arbitrator or arbitration board or upon the direction of the Court, any question of law arising in the course of the arbitration, or an award or any part of an award, may be referred to the Court for a decision by way of stated case.

Another amendment makes it clear that the Arbitration Act does not apply to arbitrations under collective agreements.

Restrictions on Union Disciplinary Powers—Certain restrictions have been placed on a union's right to discipline its members.

The amended Act prohibits a union or any of its officers from imposing a pecuniary or other penalty on any person for engaging in employment in accordance with the terms of a collective agreement.

Except when a legal strike is in effect, a union is forbidden to penalize a person for working in a non-union shop, if it is unable to find him employment with an employer who has an agreement with the union.

Any trade union, or any of its officers or representatives, who discipline a member contrary to the above provisions is guilty of an offence. In addition to any other penalty imposed, the convicting magistrate must order the officer or representative of the union to refund the amount of any fine levied against the member, and to remove any other penalty imposed. A union officer or representative who does not comply with the magistrate's order is liable to imprisonment for a term of from 10 to 90 days.

The above provisions apply to employees' organizations as well as to unions.

Union Returns—In its return to the Minister showing the names and addresses of its officers, a union must now specify those officers authorized to execute collective agreements on behalf of the union. Instead of being filed annually, this return must now be forwarded within 30 days of the election or appointment of such officers.

NOVA SCOTIA

Trade Union Act

Amendments to the Nova Scotia Trade Union Act made the Labour Relations Board responsible for handling unfair labour practice charges, introduced some changes in the conciliation provisions, clarified the right of an employer to make his position known, and added a new union security clause.

According to press reports, the Minister of Labour said the amendments were essentially those recommended by the Joint Labour-Management Committee that was set up in 1962 to study the report of the MacKinnon Fact-Finding Body. He also said that these recommendations were the first to be submitted to the Government since the Committee agreed to a moratorium on further appeals to the Legislature for amendments to the Act until all approaches to closer union-management action had been examined.

Responsibility for dealing with unfair labour practice charges is now vested in the Labour Relations Board. Previously, complaints were filed with the Minister of Labour, who had authority either to assign an officer to investigate the matter or to appoint an industrial inquiry commission. If the grievance remained unsettled, he could then grant the aggrieved person consent to prosecute. If the offence was proved in court, the convicting magistrate could order the employer to reinstate the employee and compensate him for his losses.

Now, an unfair labour practice charge must be filed with the Labour Relations Board. The executive officer of the Board, or an officer of the Department of Labour designated by him, will investigate the complaint and try to settle the matter. If the officer is unable to effect a settlement, the Board may make a more searching inquiry into the matter and, if it finds the complaint justified, may order the offending party to cease doing the act complained of and to make such restitution as it considers proper under the circumstances. In addition, the Board has discretionary power to order an employer to re-instate an employee and to compensate him for lost earnings.

Upon complaint of an interested party, the Board may file a copy of its order in the Supreme Court, thereby ensuring its enforcement.

A number of changes were made in the conciliation procedures, with complementary amendments in related provisions.

In line with the trend in recent years, the conciliation procedures have been amended to place more reliance on conciliation officers and less on conciliation boards. Conciliation boards will no longer be appointed at the request of one of the parties or at the Minister's discretion, but only if requested by both parties.

As before, a strike or lockout is prohibited until seven days after receipt by the Minister of the report of a conciliation board. But, if after receiving the report of a conciliation officer the Minister does not appoint a conciliation board, the parties are now forbidden to engage in a strike or lockout until 21 days after submission of the conciliation officer's report; previously, the parties could resort to economic sanctions 15 days after notification that there would be no board.

The Joint Labour-Management Committee, which recommended that the time limit be extended, said that this would "provide a longer period for further serious bargaining before severe economic action is taken by either party."

As before, any provision in a collective agreement requiring an employer to discharge an employee because he is a member of another union is not valid, but a preferential hiring clause is now permitted. Under the amended Act, it is now legal to include in a collective agreement a provision requiring membership in a specified union as a condition of employment, or granting preference of employment to members of that union.

If a preferential hiring clause is included in a collective agreement, persons who were not members of the contracting union when the amendments were introduced are, however, protected against loss of employment.

The Act expressly states that a preferential hiring clause will not affect any person who, on February 15, 1964: (a) was an employee of an employer who was party to an agreement containing such a provision; (b) was not a member of the contracting union or paying dues to that union; (c) was a member of another union; unless he subsequently ceases to be a member of the other union or joins the contracting union.

Another new provision has clarified an employer's right to make his position known. It states that nothing in the section prohibiting an employer from interfering in the

formation of a trade union, or from discriminating against employees for trade union activities, is meant to "deprive an employer of his freedom to express his views so long as he does not use coercion, intimidation, threats or undue influence."

Coal Mines Regulation Act

The section of the Nova Scotia Coal Mines Regulation Act dealing with deductions from miners' wages was reworded to remove the clauses setting out the conditions under which deductions for union purposes could be made, and to provide that henceforth such deductions were to be made in accordance with section 67 of the Trade Union Act.

ONTARIO

Labour Relations Act

Amendments to the Ontario Labour Relations Act transferred the power to grant conciliation services from the Labour Relations Board to the Minister of Labour, gave higher status to voluntary recognition by an employer of a trade union, and extended to post-conciliation proceedings the protection against disclosure previously accorded to formal conciliation proceedings.

The Minister said that the amendment transferring the power to grant conciliation from the Board to the Minister was designed to speed up the conciliation process. It would, he said, relieve the Board of certain routine procedures and make for more informality in the disposition of requests for conciliation services.

Under the amended Act, when notice of a desire to bargain has been given, the Minister, is obliged to appoint a conciliation officer upon the request of either party. The provision requiring the parties to bargain for a minimum period of 35 days before either side could seek the services of a conciliation officer has been dropped. The provision that made it possible to deny a request for conciliation if the union had not been represented by a bargaining committee during negotiations was also deleted.

The new provision dealing with voluntary recognition states that, when an employer and a trade union have signed an agreement recognizing the trade union as the exclusive bargaining agent of the employees in a defined bargaining unit, the Minister may, upon the request of either party, appoint a conciliation officer to confer with the parties and endeavour to effect a collective agreement. Formerly, the Act recognized voluntary agreements and permitted conciliation services to be made available on contract renewal negotiations, but not to an uncertified union engaged in collective bargaining in the first instance.

To guard against what the Minister called "sweetheart deals," the Labour Relations Board is empowered to look into the validity of a collective agreement made after voluntary recognition in the first year of its operation. Upon the application of any employee in the bargaining unit, or of a trade union representing any employee in the unit, the Board may, after inquiry, declare that the trade union was not, at the time the agreement was made, entitled to represent the employees in the bargaining unit, in which case the collective agreement will cease to operate. If such an inquiry is made, the onus of establishing that the union was entitled to represent the parties rests on the parties to the agreement.

Post-conciliation proceedings are now afforded the protection from disclosure previously given to formal conciliation proceedings. Another amendment gives members of conciliation boards the protection previously given to conciliation officers. No member of a conciliation board may be forced to be a witness in proceedings before a court or other tribunal respecting any information received by him, or statement made by him in the course of his duties. Referring to these latter amendments, the Minister said:

> Any effort to abrogate the immunity which the officials of the department or members of conciliation boards have with respect to information which has been conveyed to them in the course of their duties to conciliate or mediate a dispute—any attempt to abrogate that protection or indeed, any threat to that protection—would undermine and quickly destroy the entire conciliation procedure.

Police Act

Amendments to the Ontario Police Act made a number of changes designed to improve collective bargaining procedures for policemen.

A municipal council or board must now begin bargaining with a police bargaining committee 60 rather than 120 days after receipt of the request.

A police bargaining committee may now be accompanied by one legal or other counsel. Previously, a police bargaining committee was restricted to one adviser who was a working policemen.

Another amendment gave policemen the right to bargain for grievance procedures.

If either party desires to refer a difference to arbitration, the parties now have 10 instead of 14 days in which to select an arbitrator. If they cannot agree, the Attorney General must, as before, appoint an arbitrator. The arbitrator is now required

to give his decision within 30 days. Previously, no time limit was set. The costs of arbitration proceedings are to be shared equally by the parties.

NEW BRUNSWICK

Civil Service Act

Amendments to the New Brunswick Civil Service Act gave provincial civil servants limited negotiating rights, and recognized the Civil Service Association of New Brunswick as the employee organization authorized to represent civil servants in all employee-employer negotiations.

The amended Act states that civil servants of the province have the right to organize into groups for their mutual interest, and to negotiate with their employer on matters of salary, working conditions and such other matters affecting employee welfare as may be determined by regulation.

The Act makes it quite clear, however, that the right to negotiate does not include "the right to strike, work stoppages or work to rule action." It further stipulates that if any group of employees engages in such activities "with the support, condonation or passive action of the Civil Service Association of New Brunswick," the Association will immediately lose its right to negotiate.

Procedures are not defined in the Act, but are to be prescribed by regulation. The Act does, however, stipulate that meetings are to be held at least once a month, except when the Legislative Assembly is in session, unless waived by mutual consent.

No new machinery has been established so far. New regulations issued in August authorized continuance of the Joint Council, which was originally established in 1960, but did not grant it any additional powers. As before, the Joint Council is authorized to consult with the Government on questions of salary and working conditions and to promote good will and understanding, but has no means of implementing its decisions. In this respect, the New Brunswick legislation differs from the Ontario Public Service Act, which makes it mandatory for a government department or agency to implement a decision of the Joint Council, and provides for the establishment of a Civil Service Arbitration Board with authority to make a binding decision in the event of a stalemate.

Labour Relations Act

A Bill to amend the New Brunswick Labour Relations Act, after being referred to the committee of the whole House, was withdrawn for further consideration. Among other changes, this Bill proposed to introduce a lengthy new arbitration section similar to that adopted this year in Alberta, and a successor-employer clause to protect a certification or collective agreement when a business changed hands.

It would also have extended coverage to professional employees, and would have authorized the Minister of Labour to appoint an inquiry commission as an alternative to a conciliation board in a contract negotiation dispute.

Technological Change on Canadian Railways

Nature and effects of technological change on one division of Canadian railway industry is subject of latest bulletin in series, Research Program on Training of Skilled Manpower

The nature and effects of technological change in one section of the Canadian railway system are described in considerable detail in a new bulletin, *Technological Changes in the Railway Industry, Maritime Area of CNR, 1948-60*, just published by the Department of Labour. The bulletin is No. 12 in the series, Research Program on the Training of Skilled Manpower, prepared by the Economics and Research Branch of the Department.

The territory covered by the study comprises Nova Scotia, New Brunswick, Prince Edward Island and a small number of subdivisions in Eastern Quebec. Newfoundland was not included on account of certain differences in the railway system in that province compared with that in the rest of the Maritimes.

It also explains that the Maritime area was chosen for the study because "Canadian National has, generally speaking, introduced most of its programs of technological change into the Maritime area first."

The Introduction points out, however, that "there is a serious question as to the degree to which our limited study is representative of the entire railroad industry in Canada."

The publication is divided into six chapters: 1—The Maritimes and the Transportation Industry, 2—Specific Clusters of Technological Changes and their Employment Effects, 3—Productivity, 4—Aggregate Changes in Employment, 5—Analysis of Occupational Changes, and 6—Technological Change and Career Patterns. There are 28 tables and two charts in the bulletin.

The "specific clusters of technological change" dealt with in Chapter 2 are grouped under the following heads: dieselization, centralized traffic control, humpyards, merchandise services, trailer-on-flat-car operations ("piggy-back"), improved equipment, integrated data processing, technological changes in the maintenance of ways and structures, and other changes in technology.

The changes in employment dealt with in Chapter 4 cover: total employment by skill levels, supervisory and non-supervisory employees, office and non-office employment, and seasonal fluctuations of employment.

In commenting on the position of the transportation industry in the Maritimes, Chapter 1 points out that, although in Canada as a whole the railway industry has been faced during the postwar period with sharp competition from other forms of transport, in the Maritimes it has fared somewhat better than in other parts of the country.

One reason given for this is that, while in other parts of Canada air transport and oil pipelines have become formidable competitors of the railways, "there are no oil pipelines in the Maritime area. Furthermore, the tonnage carried by airlines in this area is negligible." Road and water transport, therefore, are the only competing forms of transport to be taken into account.

Even water transport "which (on a nation-wide scale) was able to increase its intercity ton-miles carried in the same proportion as the increase in all types of transportation services, failed to accomplish this in the Maritime area."

Summarizing the situation, the bulletin says:

It was found that the most important factors in the economic background, against which the changes in the level and composition of employment of the CNR Maritime area will have to be evaluated, are:

1. The relatively slower expansion of demand for transportation services in general;

2. The relative absence of competing forms of transport;

3. An early and extensive program of utilizing new techniques in this region.

Chapter 4, on Aggregate Changes in Employment, closes with the following observations:

In retrospect, an examination of changes in large employment aggregates indicates that, while total employment in the area declined from 1948 to 1960, employment opportunities increased somewhat in the "General" and the "Transportation: non-train" divisions, although both have been declining in size since 1957.

The most striking decline in employment occurred in the area of equipment maintenance, but the reduction in the number of jobs in the area of maintenance of ways and structures was only slightly less severe.

Notwithstanding the uneven distribution over time of both declines and increases in employment, it is important to note that, in the years 1958 to 1960, further reductions in personnel were possible even in the face of increasing volume of output.

It was further found that a significant increase in the skill composition of the labour force took place over the period.

In the period 1948 to 1960 a shift occurred toward employment of a large proportion of employees in supervisory or executive capacities, as well as in office work.

There were some interesting findings concerning seasonality of employment. First it was shown that the railway does provide relative stability of employment when compared to the rather strong seasonal fluctuations in total employment in the area . . . .

The planning of the study project, the field work, analysis and the writing of the report were carried out by P. R. Schweitzer, as an independent investigator on contract to the Minister of Labour, with the close co-operation of Phil Cohen of the Economics and Research Branch, and J. P. Francis, Branch Director.

Copies of this bulletin may be obtained from The Queen's Printer, Ottawa, price $1.50.

35th Annual Meeting of the Canadian Chamber of Commerce

Session of most interest to labour was panel discussion on subject, "Economic Planning—Strait Jacket or Catalyst?"

The 35th annual meeting of the Canadian Chamber of Commerce was attended by 826 registered delegates representing 205 Boards of Trade and local Chambers of Commerce.

The theme of this year's meeting was "Progress Through Understanding." From a labour standpoint, the interest of the meeting centred on a panel discussion entitled "Economic Planning—Strait Jacket or Catalyst?" and this is the only session covered in this report.

The chairman of the panel was R.A. Emerson, Vice-President, Canadian Pacific Railway Company. There were three speakers: F. S. Capon, Vice-President of Du Pont of Canada Ltd.; R. M. MacIntosh, Assistant General Manager, The Bank of Nova Scotia; and Dr. Jacques Parizeau, professor at the Ecole des Hautes Etudes Commerciales, Montreal. The annual policy declaration of the Chamber, which was discussed and approved at the meeting, was presented to the federal Cabinet in November (see following story).

In the election of officers, A. J. Little of the Toronto firm of Clarkson, Gordon and Co. was elected president of the Chamber succeeding Howard T. Mitchell, President of the Mitchell Press, Vancouver. Maj-Gen. R. H. Keefler, President and Chairman of the Board of Northern Electric Company, Montreal, was made first national vice-present; and T. O. Peterson, Chairman of the Board, President and Chief Executive Officer of The Investors Group, Winnipeg, second national vice-president.

President's Address

Current government policy threatens to leave industry too little savings and capital to offset the rising cost of wages, Howard T. Mitchell said in his presidential address to the convention.

Mr. Mitchell told the delegates people were scarcely aware of the revolution in governmental thinking that was taking them from the status of a people conservative in fiscal matters to the ranks of the most imprudently open-handed in the world in prospective new welfare spending.

The (Canada) pension plan, he said, would take large sums of money now available to finance the private sector of the economy and place them at government disposal.

"There is a rather frightening tendency of the public . . . to fail to identify itself as the eventually unhappy payer of the bill for government generosity."

Welfare, he said, could conceal excesses dangerous to the economic health of the country, producing the want for which more welfare spending is prescribed.

There was at present dangerously little deliberate cultivation in Canada of an understanding of our system, he said. He called on religion, labour, press and education leaders to co-operate with the Chamber "in defence of freedom of individual enterprise."

Canada is unique in her great employment of external capital, the sepaker said. It is unthinkable that Canada should now form national policies hostile to foreign investment, but Canadians must be encouraged to own more of their own resources, plants and equipment, he said.

"This we can do by maximizing tax and legislative incentives to Canadians—encouraging them to show vigorous enterprise and to risk more of their capital resources in Canadian equities." If Canada is to be less dependent on foreign sources of capital, it must avoid governmental policies and tax demands that strip taxpayers of a great part of their ability to finance Canadian ownership and expansion, he said.

Canada had lived for a long time with a "massive adverse balance of trade" with the United States, Mr. Mitchell said. Temporizing by borrowing and by selling resource ownerships and corporate equities for U.S. dollars was progressive aggravation of the problem.

Since Canada is by a wide margin the greatest customer of the U.S., and more than half the equity in Canadian primary industry and of manufacturing was owned in the U.S., "it is pertinent to suggest that more than half the people working to find a long-term solution to this problem, mainly through tariff relief, should be Americans."

90167—3½

F. S. Capon

The establishment of a private economic study organization of the highest calibre to develop basic information and to publish economic recommendations for action in the market place was suggested by F. S. Capon.

Such a body, free from political pressures, could develop the mass of information needed for healthy economic debate. The public debate by economists, businessmen and politicians would not only facilitate the planning of production and distribution by business, and the planning of the most appropriate environment by government, but it would also support true democracy by informing the voting public on the alternative courses that might be supported by different political groups.

A private economic foundation could propose and discuss alternative courses of action, leaving the freedom of the market place to ensure the most effective employment of resources by those who would exercise their special judgments on the basis of the facts developed for the use of all.

The appointment of the Economic Council of Canada was an attempt by government to fill the void, Mr. Capon said, but he thought that a body appointed by government, no matter how noble its motives and how capable its people at the outset, would necessarily include some chosen for political reasons, "regardless of their ability to contribute to economic planning."

And any body reporting to government would be effective only if its recommendations or findings happened to suit the government of the day. "For all these reasons, the possibility that, in the long run, the Economic Council can solve our problems is, in my opinion, remote," he declared.

Mr. Capon spoke as a proponent of the private enterprise system, with economic direction by government reduced to a minimum. "If government is to establish an environment of peaceful growth and prosperity, its task is indeed vast: but it is not that of economic planning or direction," he contended.

We have already proven that, given an environment of freedom to operate within the competitive market place, economic planning is not necessary to ensure high productivity. Free competition, with economic decisions made by our individual corporations, will ensure both the most efficient use of resources and also the production of the goods and services wanted by a free people. So long as the market place is allowed to operate freely, there is no need for national economic planning.

The speaker did emphasize, however, the "great need for ever better economic information on which to base the myriad decisions that must be made by corporate managements as they operate in the free market. There must be adequate, and current, knowledge of resources, of wealth generation and distribution, of capital formation, of government revenue requirements, of international trade and capital movements and all the countless factors which, by their interplay, determine the degree of prosperity at national and international levels."

High productivity, Mr. Capon argued, depended on having an intelligent and skilled people, and allowing them freedom to operate in the market place of the world. "Other factors are, of course, necessary, but the man who is free from constant restrictions on person or property, who may retain for his personal use most of the fruits of his added effort, will, over the long run put forth that added effort needed to produce more."

The fact that maximum freedom has produced maximum living standards did not mean that we had no need for government, but the responsibility of government was to protect people and property by administering the law. "Government encroachment into activities beyond the essential minimum or administering justice results inevitably in some degree of injustice, such as taking what belongs to one citizen in order to give it to another."

Mr. Capon said that he was not arguing "categorically that all such actions are wrong," but he did say that they were unjust, and were all "steps in a direction away from our economic goal of maximum prosperity for all."

There was in the world today an urge for security. "Led on by politicians and intellectuals, who are all too often influenced by self-interest or by self-righteous convictions that they know best what is good for their fellow men, people have been persuaded that, by some magic, government can plan the economy and, through guaranteed wages and pensions, 'free' health and other services, keep them from want. This is socialism, which in its ultimate form, has been operating in Russia for 50 years, and has been a colossal failure," he said.

He went on, however, to put forward the view that the private enterprise system is developing a phenomenon for which we must find an answer. In the past, we had assumed that wealth was generated by work, and would be chiefly distributed in the form of wages for work done. But this phase has ended.

"Technological developments make it possible to produce ever more, but using less

working hours. It is no longer work that produces all wealth—man is now starting to achieve his age-old dream of a life of leisure while machines (or capital) produce most of the wealth, and this can now proceed very rapidly."

There was nothing wrong with a world in which machines, rather than men, produced wealth, Mr. Capon said; but in such a world the ownership of capital must be broadly distributed, "because wealth will have to be distributed largely as earnings on capital rather than as wages. We know how to become more and more productive, using the capital system, but to achieve this new kind of prosperity we must make our households capitalists. . . . .Private enterprise has long since proved its ability to outproduce socialism, but it must solve the wealth distribution problem if it is to survive."

"Plan we must," the speaker said in conclusion. "But to prosper, we must plan and operate by a private enterprise system, functioning according to free market pressures and incentives. We must avoid the mediocrity and the rigidity of the planned economy with its destruction of the very incentives that have made us great."

R. M. MacIntosh

In the Canadian economy, planning is simply a more organized attempt to apply foresight and rationality to our common economic problems. This was the view taken by R. M. MacIntosh.

Such planning must be voluntary and must represent all the main groups interested, working through existing private and public organizations. Responsibility for the general level of economic activity would remain where it now was, in the hands of the recognized fiscal and monetary authorities.

Within such a framework, the private sector of the economy might be able to improve the distribution of its resources by meeting together to provide an interchange of information among its members and with government officials in trying to decide, however crudely, the outlook for different parts of the economy, as seen by those directly concerned.

Applied to this sort of planning, the word "catalyst" might be appropriate. But if planning were intended to mean "the coercive control of Canadian business, agriculture and labour in the interests of some master plan for growth, then it would indeed be a strait-jacket," Mr. MacIntosh said.

Even the idea that the Canadian economy needed a catalytic agent to "bring about a reaction of elements that would otherwise not mingle at all" was too strong, he thought. After all, the Canadian economy had operated at a fairly high rate of growth during the past two decades, with a reasonably satisfactory level of employment during most of that time.

If our economy were overwhelmingly decentralized into private spending units, such as households, small businesses and agricultural units, and corporations, then "the best kind of planning would be no planning at all. Ordinary market forces would determine what people want, and where they would work, and for how much."

If, on the other hand, "the economy were organized and run purely by the state, there would be no difficulty in defining planning. There would only be various degrees of efficiency in planning."

But in a mixed economy such as ours, about 75 per cent private and 25 per cent state-controlled, planning had a rather vague meaning.

"An increase in planning might be taken to mean an expansion of the role of the state, and a decrease in planning would be synonymous with an increase in the play of private market forces." Even trying to pin down the marginal area where public and private enterprise met "does not get us too far ahead," the speaker said. He pointed out that in private business a great deal of planning went on, and the question was how far it should be carried beyond the efforts of the individual firm.

Referring to the overlapping responsibilities of the federal and provincial governments, Mr. MacIntosh said that there was a tendency in some quarters to regard planning as "nothing more than a device for playing beggar-my-neighbour policies between the provinces," with nearly every province turning regional planning into "a weapon for the hothouse breeding of local protected industries at the expense of existing industries in other provinces."

Sometimes the federal Government seemed to take the line that planning meant "propping up the declining sectors of the economy." This idea of planning, the speaker remarked, was very different from planning as it was carried out in Europe and Japan. "They aim at reinforcing strength and exploiting natural advantages, rather than the opposite."

Mr. MacIntosh advocated two-way communication between business and the Economic Council of Canada. Business planning was simply an attempt to apply foresight. There was no sense in trying to work out

long complex planning with the small businesses we have in Canada, but something might be done with the larger business, he suggested.

Prophesy was only "a game of successive approximations," and businessmen were sometimes led into mistakes about the future. But governments also were uncertain about the future.

Dr. J. Parizeau

Two reasons why a growing number of people in Canada have turned to planning as a means of reorganizing the economy are: first, a rate of national economic growth that was thought to be too slow; and second, "the glaring regional discrepancies in growth and economic achievement," said Dr. J. Parizeau.

The speaker took a more favourable view of economic planning by government than the other two members of the panel, and he devoted his paper to a brief review of the ways in which state planning might be applied in the Canadian economy.

The sudden check to the growth of the Canadian economy in 1957 and subsequent years, and the high level of unemployment, Dr. Parizeau said, together with a realization that some European countries were gaining on Canada in the race to raise the standard of living, had led to "the obvious conclusion that our rate of growth had been too low, and that the structure of our investments had possibly not been as efficient and productive as it might have been."

The recent rise in economic activity had somewhat modified this view, and some observers believed that the Canadian economy was back on the right track. But others were "still convinced that a reasonable level of employment for future years is not insured, and that the structure of the economy is such that it generates a much lower level of income per head than should be acceptable, and an insufficient rate of increase of that income."

He mentioned again the huge income and growth discrepancies that have appeared from one region to another.

"For a long time," Dr. Parizeau said, "we were satisfied to spread into the retarded areas the quality of public services and the social security benefits that the more developed and richest areas entitled us to establish. But, fundamentally, the old principle of early 19th century economics remained the basis of our thinking: population of the retarded and low income areas should be induced to move to the economic centres of the country. This belief helped us to accept for decades that whole provinces could be plagued by a high level of unemployment and that a large part of the country could be put on relief."

But the result was not all that was expected, the speaker said. Migration from the retarded areas, although it may have been large, accounted for only a fraction of the natural increase. Moreover, those who emigrated were often the most dynamic elements in the population, and their departure caused a "technical and intellectual drain that made it all the more difficult to reorganize the local economy."

Recently, large and numerous social security payments, federal housing policies, and subsidies paid to local industries, such as to coal mining in Nova Scotia and fishing in the Gaspe, have tended to reduce mobility. Besides this, "the bill footed by the various levels of government in some retarded areas has become enormous. Sooner or later, the authorities were bound to start a reappraisal of their spending policies, and, if necessary, of some of their basic assumptions with respect to the location factors of industry, and generally to the regional economic structure.

> This, as we know, has happened in the last four years, both at the federal and at the provincial level. In Manitoba, in the Maritime Provinces, in Quebec, regional planning, conceived in very different ways no doubt, was started . . . .
>
> The first step in building a plan consists in the systematic gathering of economic information that will allow the planner to establish a set of co-ordinated projections for all, or the most important sectors of the economy. A better knowledge of the future would then help to organize both public spending and private spending accordingly.

But even a plan that was only a set of projections would open up a number of optional courses and possible levels of achievement, Dr. Parizeau said. "The future cannot be just a straight-line continuation of the present and the recent past. Choices must be made between various roads; some will be made by business, others by governments; but they will not be indefinitely postponed.

"A plan would miss its purpose if it did not embody at least the government's choices. This amounts to saying that the government must set targets, determine goals and establish priorities. If it does so only for its own operations, then the plan becomes really only a four- or five-year budget.

"There is, however, little rationality in defining what public services will be, and how government spending will be apportioned, if nothing is known of the demand for such services and the requirements of business.

"Business must then be required to reveal also its program and to specify its choices. This is only logical. And so also is the priority given to certain objectives by the public authorities if they feel that the common good is heavily involved.

"At the risk of over-simplification," Dr. Parizeau suggested that "the usual tools that a government can use are of three broad types: (1) the bringing together of all measures that imply direct intervention in the management of business, e.g., price and wage controls; (2) the techniques of incentives and inducements, e.g., examples had been applied in the Canadian economy in recent years; (3) the development of public economic activities as such—nationalization was one obvious example.

"There was no doubt that any government uses and will go on using a combination of the three types of measures. The combination may vary from one country to another, it may vary from time to time, but the same three elements will always belong to the combination."

He remarked, however, that "present combinations are usually the result of very complex situations where under the pressure of events, following a fashion, or under political fire, a government is forced into positions or attitudes that it may try to rationalize, but that are often the product of chance or of opportunism." As time goes by, each government leaves to the next "a stock of instruments and measures that are not easily dismantled, and may remain long after they have served their purpose."

If the "tools" he had described proved insufficient to ensure that the objectives of the plan will be reached, it became necessary to set up new tools, in other words "to increase the leverage of the state on the economy." In some countries the method chosen was increased nationalization of industry, and nearly everywhere the result of this had been "to stifle the private sector, to burden the state with a gigantic bureaucracy and, more often than not, to scuttle the plan before it had even started to produce results."

Reconstruction, prosperity and the weakening of the extreme leftist parties, Dr. Parizeau continued, have spelled the end, in many Western European nations, of drastic direct controls. "The lesson has been well taken. The efforts devised to adapt the economy to changing times spring now from other techniques and a different economic philosophy."

This did not mean the end of direct intervention by the state in the management of firms or of nationalization, but it did mean that "such techniques have certainly been found to be far more inefficient and inflexible than had been thought by doctrinaires of the past."

We were thus left "to rely far more heavily upon incentives on the one hand, and the development of a parallel public or semi-public sector, on the other." The very real danger about such incentives in Canada at present was not that business would suffer much from such techniques if they are properly conducted, but rather that lack of co-operation between the federal and the provincial governments will reduce the efficiency of the techniques used at each level, the speaker thought.

The rapid development of a parallel public, or semi-public sector, which had now become "the most spectacular feature of Quebec planning," raised another set of issues. The first aim of the Quebec Government's policy was to develop certain activities that, by not growing fast enough, had "created bottlenecks with regard to the rise of other activities or fields of business." This was the idea behind the planned establishment of an integrated steel complex in the province.

Dr. Parizeau admitted that the new steel industry would not directly create a great many jobs, but by its influence on the development of other industries, might exert considerable impact on employment and incomes.

Increased direct action of this kind by government made it necessary for the government to have access to a larger supply of capital than it could expect to raise by taxation. This was the idea behind the establishment of the General Investment Corporation in Quebec.

Another method was for the government to arrange for savings to be directly channelled into the public sector of the economy. This had led to the project of a *Caisse des Depots et Placements*, a central deposit and investment public institution, "of which the main, but not the only resources would come from pensions."

By the development of such tools, "in so far as they are managed according to strict rules and not according to political whims and fantasies—extensive safeguards are needed to prevent this—planning could be carried out efficiently, without having to rely upon an indefinite multiplication of direct controls over the private sector of the economy," Mr. Parizeau contended.

Even if, as might be the case, the political situation in this country was such that planning on a national, as well as a provincial scale, could not be properly carried out,

this would not reduce "the present urge of governments to gear the economic life of the country toward certain goals." Thus Dr. Parizeau said, "the choice between more direct controls or interventions in the management of private business, or a combination of incentives and a larger public, or semi-public sector will still have to be faced."

Question and Answer Period

In the discussion that followed the presentation of the three papers, Dr. Parizeau said, in answer to a question about whether foreign control of industry in Canada would hamper economic planning, that he thought it would make planning easier. Foreign ownership did not interfere with Canadian economic policies. He admitted that planning might discourage foreign investment, but he made the point that ownership was not the same thing as control: control could be achieved even when a business was foreign-owned. But, he added, we did not want to drive away foreign capital.

Mr. Capon said that if in the future the distribution of wealth must be largely through returns on capital owned, foreign ownership might siphon off wealth to foreign countries. Foreign ownership would not generate much employment but would generate return on capital.

Asked what measures might be needed to make labour comply with an economic plan, Dr. Parizeau said that nearly all attempts to bring labour to accept the goals of planning as it related to incomes policy had made no headway anywhere. In Canada it was especially difficult to bring labour into line. He referred to the controversy regarding negotiations between the state and its employees, and the right of such employees to strike. How to bring labour into the planning process was one of the greatest headaches connected with planning.

In reply to a question about what should be done to control the power of unions such as the Teamsters, Mr. Capon said that the concentration of economic power in business was the result of the interplay of free market forces. But the power of unions came from the freedom to combine in restraint of trade that had been conferred upon them by governments for political reasons.

It was necessary, he said, for government to protect the public from the abuse of the concentration of economic power, even though by doing so it hampered efficiency. Such control was undesirable in itself, although sometimes necessary. The mistake came from looking upon it as desirable. The concentration of business power resulted in greater efficiency; but it could be misused, and it was hard to say when the point of abuse had been reached.

The power given by governments to labour, Mr. Capon said, had been given in the first place because of the abuse of labour by employers. He added that, in his opinion, the power of labour had in the past been an important factor in the growth of prosperity; but the situation might be different in the future.

Mr. MacIntosh said that unions were in favour of planning as long as it meant control of business, but not when it meant control of wages. In the United Kingdom the unions did not like a public incomes policy because it conflicted with their aims at bettering the condition of their members. He said that he thought it was valuable to have the unions represented on the Economic Council because it would help to make the role of labour clearer to them.

Dr. J. J. Deutsch

Dr. J. J. Deutsch, Chairman of the Economic Council of Canada, set out the aims that had been laid down for the Council, on the propriety of which he said there was fairly general agreement. These aims were:

—A high level of employment and the achievement of a satisfactory rate of economic growth, with continually improving living standards.

—A viable balance of payments. "We are agreed we must make our own way in the world—pay our bills," Dr. Deutsch said.

—The maintenance of a reasonable (not absolute) stability in the price level. The Council was opposed to continuous inflation.

—The sharing by all Canadians in a rising standard of living as far as reasonably possible. This included a reasonable balance in regional development across the country.

The question is how do we attain these ends? Dr. Deutsch said. Some said that this could be accomplished through the free operation of the market; others thought that it was necessary for the Government to do something to bring it about. He said that he doubted whether everything could be left to the free play of market forces.

Governments had policies and responsibilities covering such matters as: monetary affairs, trade with the outside world, finance, and taxation. Education was carried out largely by government. Governments must discharge these responsibilities, and free enterprise could not achieve the desired ends regardless of government policy.

Furthermore, he said, we now want to achieve all these aims simultaneously; and this raised the question of how this could be done in face of the fact that some of the aims were conflicting. How could these conflicting aims be reconciled?

To decide what was the best combination of aims was the central problem—the essence of planning. Unless the right kind of reconciliation was made we should not achieve our objective. Recent history showed that sometimes some were achieved, and sometimes others. There must be government policies in these fields, "and they might as well be sensible ones," Dr. Deutsch said.

If there was a role for policy planning in modern society, did this necessarily mean more and more state intervention? Not in his opinion, he said. He hoped that such intervention would improve the working of our free enterprise system, and he thought that it would be "the height of foolishness" to throw away the dynamism of free enterprise.

The real danger of intervention would come if we failed to make the free enterprise system work satisfactorily. If basic policies were wrong the rest did not matter much.

Some said that planning should involve the direction of individual enterprises, but this was not the kind of planning he had in mind. He did not think that it was inherent, desirable or necessary; or, indeed, that it could operate in our kind of society.

Some said that we should obtain information to help businessmen, and this was a constructive idea.

Dr. Deutsch pointed out that the Council was made up of representatives of representative groups in our society, and that it was independent of government. Its staff was not part of the civil service. Part of the Council's work was to study and analyze information, and it intended to foster public discussion and understanding of public problems.

Referring to the problems arising from change, the speaker said that we were living in the midst of a scientific and industrial revolution that involved many changes in society. Many adjustments were needed, and the cost of them would fall unequally.

Means must be found to make changes smoothly. To try to preserve the *status quo* was natural, and changes must be made with a minimum of loss and strain.

One problem was how to make changes in the industrial structure so as to absorb an increasing labour force in the near future. It was the Council's business to help in formulating policies to help in making all these changes, Dr. Deutsch said.

The Council hoped to keep and increase its consultation with interested parties, including business, unions, etc., and this must be a two-way process, Dr. Deutsch said.

Referring to the report that the Council would be making at the end of this year, the speaker said that it would set out the aims and objectives for the period up to 1970. The Council's annual reports would re-examine and adjust these objectives in accordance with fresh information.

Work was under way on a number of other projects and studies, and four working committees of the Council had been established to facilitate the development of this work. One of these committees was considering economic growth and problems of adjustment, another had the task of dealing with questions connected with labour-management relations. A committee on productivity had been formed to consider how best to carry out the duties of the Council in promoting and expediting advances in efficiency of production in all sectors of the economy, and the fourth committee, an advisory one on industrial research and technology, was charged with considering the role of research and technology in Canadian economic growth. The Council, Dr. Deutsch said, was also sponsoring a number of special studies by outside experts.

All of this work and analysis would form the basis of the advice and recommendations that the Council would transmit to the Government. The Council was an advisory body, without administrative or operational duties, and the implementation and administration of policies was the responsibility of governments.

"The Council has authority to publish the reports and studies which are prepared for its use. Through this means, the Council hopes to provide not only advice to governments, but also valuable information to the private sectors of our economy and thereby help these private sectors to make their own decisions and forward plans," Dr. Deutsch said. "Indeed this is an essential part of the planning process in a free and democratic society."

Chamber's Annual Submission to Cabinet

The Canadian Chamber of Commerce, in its annual policy presentation last month to the federal Cabinet, called for a serious effort on the part of governments at all levels to co-operate in establishing priorities with respect to government expenditures. More attention should be paid to the long-term effects of such spending on Canada's economy and standard of living, it was stated.

"In our view," said Chamber President A. J. Little, "it is clear that the tasks which the Government undertakes in the fields of education, old age security, health and other programs affecting the public sector of the economy must be considered and dealt with on a priority basis.

"The Chamber firmly believes that progress must be made in all of these areas. The Chamber is fully aware of the demands for and the need for increases in certain areas of social welfare . . . . Nevertheless, it must be recognized that we may not be able to accomplish all of these objectives simultaneously."

Mr. Little said the Chamber welcomed the decision of the recent federal-provincial conference to go ahead with a major study of Canada's tax structure. "While we applaud the decision to proceed with the study," Mr. Little continued, "we realize that it covers the period 1967-1972, and we are greatly concerned about the important years 1965 and 1966 just ahead.

"We hope all governments might pause in their programs and not attempt to implement new major plans, except those that are absolutely essential, until the priorities have been established. In particular, the problem of educational costs must be carefully integrated into the scheme of priorities.

"Looking to the future, with continued rapid advances in technological development, it is imperative that we equip the work force of tomorrow to perform the sort of jobs that will become available for them. If we fail in this, our progress will be seriously impeded, and our capacity to keep people properly employed will suffer."

Concern was expressed over the fact that government tax policy has not paid enough attention to the bad effects of heavy taxation upon enterprise and initiative. The overwhelming need in the period ahead is for tax policies that will promote development and employment. The Cabinet was told that there should be some shift in emphasis from taxes on income and production to taxes on expenditure and consumption "so as to encourage industrial expansion and employment and stimulate saving and investment."

There should be a significant reduction in the peak rates of individual income tax, and corporate tax rates should be reduced to restore the former differential between the Canadian and United States tax rates.

On the question of automation, the Government was told that the Canadian Chamber is urging its members (a) to support government and private programs dealing with problems of technological change, (b) to take into account the human value involved when introducing technological improvements, (c) to support the raising of the level of technical education given to Canadian students and (d) to enlist the co-operation of labour in planning the effective utilization of human resources involved in any technological change.

The Chamber submission also asked that the Government:

—In co-operation with educational institutions, professional groups and industry, seek remedies to lessen the emigration of highly qualified professional and technical personnel.

—Co-operation with the provinces in standardizing pensions legislation throughout Canada.

—Strive to effect a balanced budget through a combination of measures to stimulate economic growth and a determined control of expenditures.

Canadian Unionist Reports on Britain Today

Three Canadian trade unionists spent four weeks this fall on a tour of Britain sponsored by the Commonwealth Relations Office in conjunction with the Central Office of Information

For four weeks this fall a group of three Canadian trade unionists toured Britain as guests of the Commonwealth Relations Office and the British Central Office of Information. This is a report prepared by one of the group especially for the Labour Gazette.

The Canadians were: S. T. Payne, a vice-president of the Confederation of National Trade Unions; A. E. Schroeder, Canadian Education Director of the United Automobile Workers; and C. J. Williams, Director of Public Relations, Canadian Labour Congress.

The article that follows is by Jack Williams.

Britain, 1964, is a strange combination of the old and the new, a country of sharp contrasts.

Oxford, the stately city of spires, is a good example. In Oxford, one of the academic cornerstones of Britain, it is possible to tread the same worn steps that scholars of two or three centuries ago climbed. Yet, outside the walls, one can become entangled in monumental traffic jams.

A good part of the traffic jam comes from automobile workers moving to or from a truly modern auto plant on the outskirts of the city. This is the old and the new rubbing shoulders and sometimes creating a conflict—a situation that seems to exist in many aspects of British life.

The new is found in present-day living standards. Living standards generally are higher than ever; not yet up to those on this side of the Atlantic but higher than most Canadians would probably imagine.

Wage rates, by British standards, are at an all-time high. A direct comparison with Canadian rates is difficult because of variations in living costs. Housing in Britain is in most cases much cheaper than in Canada. Food, on the whole, is cheaper and clothing is certainly cheaper.

Variations in British wage structures are considerable, even in particular industries. In some automobile plants, for example, there is a narrow range of rates, but in other auto plants, the scale shows wide differences. It is possible to find a small and relatively new auto plant with a range of $40 to $55 a week, plus overtime; with the majority of the production employees in the semi-skilled class getting about $48. A large and very modern plant shows a range of $60 to $75 for production employees.

There are coal miners earning an average of about $54 while a few miles away the workers in a large steel mill get anywhere from $48 to $105, with an average of about $60 for production workers and $69 for craftsmen.

These variations in rates lead to some sharp conflicts between unions. In most manufacturing plants there are a number of unions, perhaps 20 or more in one plant. With changes in production methods there has been, in some cases, an upgrading of production workers. Craft workers are putting up a stiff fight to maintain the traditional differentials and difficult situations have resulted.

The 42-hour week is now generally accepted and it is expected that by 1967-68 this will be down to 40 hours, with most workers enjoying a three-week vacation.

Behind these trends, and, in fact, threading the whole economy of the country, is Britain's struggle to "modernize"—a word that crops up continually. The one-time unquestioned leader of the industrial work is highly sensitive of her reduced position and of the new and keen competition she faces from many quarters.

Modernization is a controversial subject in Britain. Some point fingers at the unions and accuse them of clinging to outmoded practices that are a hindrance to the introduction of more efficient methods. Others—and their number is considerable—accuse management of failing to keep up with the times, much less pioneer new paths. There may be some measure of truth in both positions, though the weight of criticism of management appears to be mounting.

Certainly the whole question of modernization is one that holds a high priority position on the agenda of the new Labour Government, and Prime Minister Wilson acted within a few hours of his election by appointing trade unionist Frank Cousins to the new portfolio, Minister of Technology.

The problems of modernization are complex. They can be seen in individual plants where the most modern machines and methods can be found side-by-side with old equipment and outdated methods. In some instances, at least, the old is the weakest link in the chain of production.

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Despite these problems, Britain's unemployment rate has been running at a very low figure. There has been a continuing condition of full employment. The national unemployment rate of about 1.6 per cent compares with Canada's 3 per cent for mid-September, a period of relatively high employment.

Despite this difference, there is a close similarity in the British and Canadian situations with regard to major regional variations. Scotland, for example, has a rate of 3.4 per cent, with some communities as high as 8 per cent. The rate for Northern Ireland has been running about 5 per cent and for north-eastern England about 3.5 per cent.

This is a reflection of the sharp tendency toward heavy concentration of population and industry, particularly in the southern part of England. Population has declined in the North and West to such an extent that in some sections deaths now exceed births. On the other hand, congestion in the Southeast has become so acute that there are serious problems with regard to traffic, water supplies and other facilities. Housing situations in some areas are acute and lack of adequate housing is a serious handicap to the mobility of labour. It can, however, act in reverse by making the more thinly populated areas attractive.

The British program for meeting excessive concentration in some areas and the draining of other areas is of particular interest to Canadians because of the regional differences existing here. At the same time it is obvious that there are major differences in the two situations, particularly in the distances involved.

Nevertheless, the pressure applied in Britain by a Conservative government to practically force industry into certain locations makes a fascinating study. The program has been carried on with the approval of organized labour. One trade union criticism has been that it has not been vigorous enough and that too much latitude has been given to companies, even though the program to date seems fairly rigid by Canadian standards. It will, therefore, not be surprising, if it is intensified under the new Labour Government.

The key to the program is a policy of having industries locate new plants in areas of high unemployment. Government officials discussing the program shy away from any suggestion that compulsion is used; but, in the final analysis, there is considerable compulsion.

Government certificates are required for all industrial projects exceeding 5,000 square feet. When an application is made for a certificate, the company will receive suggestions of three areas in which the plant might be located. Additional encouragement for location in these areas may be provided through assistance in obtaining accommodation and through special depreciation allowances. If none of the suggestions is accepted, then the company is likely to face difficulty, to say the least, in obtaining a certificate. This type of influence has, for example, been exerted on all three of the major automobile manufacturers and, as a result, new plants have been located in areas where there is an employment problem.

Ancillary programs provide assistance for training, the movement of key workers, and the movement of other workers to areas where employment is available.

The Conservative Government launched a new training scheme with a white paper in 1962 and it appears likely that this will now be accelerated by the new Labour Government. The original plan was based on the assumption that industry was not pulling its weight in industrial training. In addition to a Central Training Council, it provides for boards in specific industries.

It is proposed to finance training by a levy on industry. This may take different forms in different industries, with a levy of 2 per cent or 3 per cent of the payroll as an example. If an employer provides satisfactory training facilities for his own staff he may get his levy back. If he provides facilities available to workers outside his staff he may recoup his levy and get a grant in addition. If he provides no training facilities, the levy will be a straight assessment.

These industry training boards are intended to work closely with the National Economic Development Council and plan on five- and ten-year projections. Prior to the election, boards had been established for four industries; four more were in the planning stage. The emphasis was on adult training, particularly to meet the needs of workers who had become redundant and to fill requirements for skilled workers.

Britain's tight manpower situation is going to continue. The heavy influx of young people into the labour force—the British call it "the bulge"—is now nearing an end. An intensive manpower study made public in August forecast static manpower resources in the next ten years, with a simultaneous growth in jobs, particularly in the service industries.

Expectations are that there will be some increase in automation, particularly to meet manpower shortages. So far, automation has made little impact on British industry, possibly, to some extent, as a result of lower

wage rates. The future growth will probably depend on the degree of manpower shortages and the relationship of automation costs to wage rates.

So far, British trade unionists show far less concern about automation than do labour people on this side of the Atlantic. This can no doubt be largely accounted for by the existing low unemployment rate.

It is predicted that between 1963 and 1973 the total British population will increase at a rate three times that of the increase in the labour force. This appears likely to result in new pressure for increased production if the present living standards are to be even maintained, much less improved, for a larger population with a relatively smaller working force.

As in Canada, there is a noticeable swing toward increases in white-collar occupations and in the number of women working. Several British unions have established special sections for women and young people. There is a difference of opinion in trade union circles about such a policy. Some union leaders argue it to be a practical approach, but others are opposed to anything that will create different segments in the union movement.

It is interesting to note that while the Trades Union Congress recorded a membership increase of 10,458—to 8,325,790—in the past year, women members increased by 34,870 and male membership declined. There was also an increase in white-collar members and a reduction of manual workers in some of the older industries.

British unions are naturally sharing in the stresses and strains that the country as a whole is experiencing. There has been strong pressure for a revision of trade union structure to reduce the multiplicity of unions now existing. Government records list no fewer than 635 unions, but most of these are small organizations. The TUC has 175 affiliates, and almost two-thirds of the British trade unionists belong to one of the 17 largest organizations.

Government regulations on the merger of unions have been relaxed to facilitate a reduction in the number of organizations, and strong efforts have been made in this direction by the TUC, but so far with little success. Employers in Britain appear to be far more firmly organized than in Canada, and steps are now being taken to merge the two major employer organizations—The Federation of British Industries and the British Employers' Federation.

Within trade union ranks there appears to be a growing pressure for increased staff facilities, particularly on the technical side. The low dues structure of British unions has so far been a serious handicap in this regard.

All these developments are steps to better equip the British people—union members, employers or others—to meet the great challenge that they are facing. The spirit that generally prevails is one of optimism. The cities are places of bustle and activity.

A visitor with the opportunity of seeing what is going on would find it hard to leave Britain's shores today without a lively interest in what is happening and confidence that the British spirit, which has accomplished so much in the past, is still very much alive and will assure the country's future.

U.S. Wage Increases Average 3.1 Per Cent

Wage increases provided in major collective bargaining agreements (covering 1,000 or more workers) negotiated in the United States during the first nine months of 1964 averaged 3.1 per cent of straight time hourly earnings for the 2,300,000 workers affected, according to preliminary estimates published by the U.S. Bureau of Labor Statistics.

Omitting the agreements, covering 100,000 workers, that provided no increase in wages, the average increase for the rest of the contracts was 3.2 per cent.

These averages refer only to changes in wage rates and do not include the value of fringe benefits, although most of the agreements provided for some such improvements. The settlements at the Ford and Chrysler plants (L.G., Oct., p. 850), in particular, put into effect increases in fringe benefits that "substantially exceeded" in cost the value of the increase in wages.

Employment and Unemployment, November

Total employment in November, at 6,694,000 showed little change from October. Normally employment decreases during this period.

The unemployment estimate of 258,000 was the same as in October; in previous years it has always increased. Unemployment in November represented 3.7 per cent of the labour force, compared with 3.7 per cent in October, 4.5 per cent in November 1963 and 5.2 per cent two years ago. Seasonally adjusted, the unemployment rate was 4.3 per cent, compared with 5.0 per cent in October and 5.1 per cent in November 1963.

The estimated labour force in November was 6,952,000, almost unchanged from October but 153,000, or 2.3 per cent, higher than in November 1963.

The stability of employment and unemployment during the month resulted, in part, from the recall of automotive workers who had been on layoff in October owing to a shortage of parts. In addition, there has been some evidence of a continuing basic improvement in the job situation: between September and November, total non-farm employment increased by an estimated 35,000, which compares with little or no change, on average, during the past five years.

Employment in November was 198,000 higher and unemployment 45,000 lower than a year earlier.

Employment

Non-farm employment increased by an estimated 46,000 between October and November, offsetting most of the seasonal decline that occurred in agriculture. In recent years, non-farm employment has seldom increased during this period. The advance during the month was in part a reflection of the resumption of activity in the Canadian automotive industry.

Compared with a year earlier, non-farm employment was up 232,000, or 3.9 per cent. The largest increase was in manufacturing, which accounted for about half of the over-all advance. The only other industry that showed a large increase was service, in which the gain was approximately 60,000. In the remaining non-farm industries, employment either increased slightly or remained almost unchanged

Employment was noticeably higher than a year ago in all regions. The gains ranged from 2.4 per cent in the Prairie region to 5.3 per cent in British Columbia.

Unemployment

Unemployment remained unchanged between October and November, whereas it usually increases during this period. In Ontario, the unemployment total declined by some 13,000 during the month, following the recall of automotive workers who were on layoff during October. This decrease was largely offset by an increase in the Prairie region.

Compared with a year earlier, unemployment was down 45,000. Virtually all of the decline was among men.

Of the 258,000 unemployed in November, some 192,000, or 74 per cent of the total, had been unemployed for three months or less. An estimated 32,000 had been seeking work from four to six months and 34,000 for seven months or more.

Unemployment rates were lower than a year ago in all five regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963	Nov. 1964	Nov. 1963
Metropolitan	1	2	4	7	7	3	—	—
Major Industrial	—	2	17	19	9	5	—	—
Major Agricultural	2	1	3	6	9	7	—	—
Minor	2	3	26	36	29	18	—	—
Total	5	8	50	68	54	33	—	—

The review is prepared by the Employment and Labour Market Division of the **Economics and Research Branch.**

CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S ←	Calgary Quebec-Levis Vancouver-New Westminster-Mission City WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)		CORNER BROOK ← Cornwall Granby-Farnham-Cowansville Joliette KINGSTON ← Lac St. Jean Moncton NEW GLASGOW ← →OSHAWA Peterborough ROUYN-VAL D'OR ← Saint John Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivieres VICTORIA ←	Brantford Fort William-Port Arthur Guelph Kitchener London →NIAGARA PENINSULA Sarnia Sudbury Timmins-Kirkland Lake-New Liskeard	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	RIVIÈRE DU LOUP ← Thetford-Megantic-St. Georges	CHARLOTTETOWN ← NORTH BATTLEFORD ← PRINCE ALBERT ←	Barrie Brandon Chatham Lethbridge Moose Jaw Red Deer Regina Saskatoon Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ← GASPE ←	BRACEBRIDGE ← Campbellton DAUPHIN ← DAWSON CREEK ← Drummondville EDMUNDSTON ← GRAND FALLS ← Kamloops Lindsay MONTMAGNY ← Newcastle OKANAGAN VALLEY ← PEMBROKE ← PORTAGE LA PRAIRIE ← Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome ST. JEAN ← St. Stephen Sorel TRURO ← Valleyfield Victoriaville YARMOUTH ←	Beauharnois Belleville-Trenton Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Drumheller Fredericton Galt Goderich Kentville Lachute-Ste. Therese LISTOWEL ← Medicine Hat North Bay Owen Sound Sault Ste. Marie St. Hyacinthe St. Thomas Simcoe Stratford Summerside Swift Current Trail-Nelson Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total civilian labour force (a) (000)	Nov. 14	6,952	− 0.2	+ 2.3
Employed (000)	Nov. 14	6,694	− 0.2	+ 3.0
Agriculture (000)	Nov. 14	579	− 8.8	− 5.6
Non-agriculture (000)	Nov. 14	6,115	+ 0.8	+ 3.9
Paid workers (000)	Nov. 14	5,582	+ 0.4	+ 4.2
At work 35 hours or more (000)	Nov. 14	4,871	+35.9	+ 2.7
At work less than 35 hours (000)	Nov. 14	1,649	−43.3	+ 4.7
Employed but not at work (000)	Nov. 14	174	−18.3	− 1.1
Unemployed (000)	Nov. 14	258	0.0	−14.9
Atlantic (000)	Nov. 14	41	+17.1	− 8.9
Quebec (000)	Nov. 14	97	− 1.0	−12.6
Ontario (000)	Nov. 14	61	−17.6	−18.7
Prairie (000)	Nov. 14	32	+39.1	−11.1
Pacific (000)	Nov. 14	27	− 3.6	−25.0
Without work and seeking work (000)	Nov. 14	244	− 0.4	−14.7
On temporary layoff up to 30 days (000)	Nov. 14	14	+ 7.7	−17.7
Industrial employment (1949=100)	September	136.0	− 0.3	+ 4.4
Manufacturing employment (1949=100)	September	126.2	− 0.2	+ 4.9
Immigration	1st. 9 mos.	84,666	—	+22.1
Destined to the labour force	1st. 9 mos.	43,048	—	+24.0
Strikes and Lockouts				
Strikes and lockouts	November	57	− 5.0	+ 29.5
No. of workers involved	November	15,080	+42.4	+143.5
Duration in man days	November	105,590	+ 3.9	+107.0
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	September	$88.04	+ 1.0	+ 4.5
Average hourly earnings (mfg.)	September	$ 2.03	+ 0.5	+ 4.6
Average hours worked per week (mfg.)	September	41.7	+ 1.0	+ 1.0
Average weekly wages (mfg.)	September	$84.81	+ 1.8	+ 5.6
Consumer price index (1949=100)	November	135.9	+ 0.2	+ 1.4
Index numbers of weekly wages in 1949 dollars (1949=100)	September	149.7	+ 1.7	+ 4.0
Total labour income $000,000.	September	$2,073	+ 2.6	+ 9.7
Industrial Production				
Total (average 1949=100)	October	221.2	+ 0.6	+ 6.6
Manufacturing	October	197.5	− 0.2	+ 6.1
Durables	October	196.5	− 1.3	+ 6.3
Non-durables	October	198.4	+ 0.8	+ 6.0
New Residential Construction (b)				
Starts	November	20,297	+47.1	+64.9
Completions	November	10,927	−13.8	+ 6.8
Under construction	November	85,676	+12.2	+18.5

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Federal-Provincial Conference on Mental Retardation

Minister of Labour says a philosophy of rehabilitation has evolved that demands that every citizen be given opportunity to realize and to use his capacities to the fullest extent

"In the twentieth century a philosophy of rehabilitation has evolved which demands that every citizen be given an opportunity to realize and use his capacities to the fullest extent," said Hon. Allan J. MacEachen, Minister of Labour, in a message to the delegates to the Federal-Provincial Conference on Mental Retardation held in Ottawa, October 19-22.

The delegates came from federal and provincial government departments—health, education, welfare, and labour—professional organizations, voluntary agencies with special interest in this field, labour and business.

"As concrete evidence of this new and exciting development, a multitude of facilities and services under government and voluntary auspices are being created. They employ and are directed by individuals with a great variety and range of training and experience.

"The rapid growth of these facilities and services is encouraging. It shows that increasingly governments and individuals are recognizing extraordinary needs and are ready and anxious to exert extraordinary efforts to meet them.

"The mentally retarded were long neglected and it is important that in our anxiety to make up for lost time we get the most from our efforts. That is why it is good that we pause for a moment in the midst of our activities to review what we have done and hope to do; to assure ourselves that we are going in the same direction and in the right direction.

"Let us also remember that while the mentally retarded need our contribution to become, as far as possible, participating members of society, we need their contributions if we are to make the best possible use of our manpower resources.

"We must do all we can to ensure that they are given the opportunity to make their contribution."

Minister of National Health and Welfare

Hon. Judy LaMarsh, Minister of National Health and Welfare, in opening the conference stressed the need for a co-ordinated approach to the problem. She said "All of us realize that in mental retardation, no one discipline or group has a priority of interest,—they all must dovetail and frequently overlap. At one particular time employment or training, for example, may be of prime concern, but seldom to the exclusion of welfare or health. In fact, this many-sided approach is, I believe, an extremely important feature, not only in mental retardation but in any problem where professional help of one kind or another is concerned."

"In concluding, the Minister expressed the hope that the conference would agree on methods that would "assure more practical arrangements for co-ordinating the various federal, provincial and voluntary and professional agencies responsible for providing the diverse services and facilities necessary in this complex field."

Subjects Considered

In plenary sessions the conference directed its attention to the following areas: (1) Prevention; (2) Detection, Assessment and Counselling; (3) Home Care, Treatment and Continuing Care; (4) Training, Education, Vocational Preparation and Employment; and (5) Implementation, Co-ordination and Integration of Services.

The delegates were organized into study groups and in their discussions delved into the roles and responsibilities of various agencies at the federal, provincial and community levels in the fields of health, education, welfare, vocational preparation and placement.

Guest Speakers

Two guests were present to participate in the conference. Dr. Robert Lafon, Professor of Neurology and Psychiatry at the University of Montpellier, France, was guest speaker at the official luncheon. Bert W. Schmickel, Deputy Commissioner of Health, Office of Mental Retardation, Connecticut State Department of Health, addressed the plenary session on Home Care, Treatment and Continuing Care.

Department of Labour

The Department of Labour was represented at the conference by delegates from the Civilian Rehabilitation Branch, the Technical and Vocational Training Branch, the Women's Bureau and the National Employment Service.

How France Trains Older Railway Workers

Head of Staff Training and Apprenticeship Division of French National Railways describes vocational training methods for older workers displaced by the change-over to diesel power

A report entitled "Vocational Training Methods for Older Workers in the French Railways" was presented at the International Management Seminar on Job Re-design and Occupational Training for Older Workers held by the Organization for Economic Co-operation and Development at London, England, from September 30 to October 2. The report was by M. Coqueret, Chief Engineer, Head of the Staff Training and Apprenticeship Subdivision of the Equipment and Traction Directorate, Société Nationale des Chemins de Fer Français.

During the past ten years the French railways have faced serious problems in retraining older workers (over 40) as a result of the change-over from steam to electric or diesel-electric power, the resettlement of staff from Algerian railways into the French railways, and the necessity to convert administrative and technical staff into teachers at vocational training centres necessary to keep pace with rapid and continuous technical progress.

"No Particular Difficulties"

"If certain conditions are fulfilled, there are no particular difficulties," reported M. Coqueret. "Experience acquired during this period shows that the training of older workers does not cause any real difficulties if it is carried out within an organization with well-established pedagogic principles, if the teaching staff (both instructors and assistants) is sufficient, if the entire hierarchy (functional and productive) recognizes the imporance of training and participates directly in it, and if everything is done to reduce the feeling of insecurity experienced by an older worker leaving a familiar job and undergoing training in order to take up a new one.

"It should be stressed that the conditions listed above are precisely those which any undertaking that wishes to prosper in the future must fulfil, since the adaptation to the technological changes imposed by progress and the promotion of the well-being of its entire staff are absolutely essential," M. Coqueret said.

The training program was put into effect in the Eastern Region, where electrification was started in 1954. During the years up to 1962, 1,530 drivers, about one half of whom were in the 40 to 50 age group, were retrained. It was thought that by making a special study of this operation, which would be repeated in more or less the same form in the other regions, it would be possible to draw general conclusions regarding the training of older workers.

Teaching methods for training older workers should take account of the increased importance of the difficulties of an adult with limited education. The main difficulties are: lack of intellectual education, difficulty in grasping the essentials, lack of a common "language" with instructor and texts, difficulty in learning basic theory, emotional difficulties due to changes.

These problems were overcome by (a) teaching only one thing at a time, (b) proceeding from the simple to the complicated, and (c) limiting the duration of instructional periods, allowing time for assimilation, increasing the means for checking up, relating practice and personal experiences to the theory, and continually summing-up.

Retraining Program

The retraining program consists of eight weeks of theory, and a driving course lasting three weeks. There was no question of conducting a conventional electrical course; it was necessary to select the conceptions that were strictly necessary to an understanding of the operations carried out by the driver during driving and running repairs.

When an external signal tells him there is something wrong internally, it is not an exact knowledge of its normal method of functioning that can help him, but rather a study of each fault and the means at his disposal for remedying it which is needed.

Consequently, a lesson or series of lessons on a given subject contain a combination of: the rapid study of a circuit, the signals observed in normal and abnormal running, and the rules of procedure resulting from them.

During the course, the best older participants are selected. After a certain period of practical work they are recalled to the school to act as monitors for the trainees undergoing their initial driving training.

A delegate from British Railways told the Seminar that 63,000 of their workers had been retrained using similar techniques.

Women Workers and the CNTU

It must be recognized that working women have right to status that protects them as wage earners and recognizes their needs as women, says CNTU President in report to annual convention

Delegates to the 41st convention of the Confederation of National Trade Unions, held September 13-19 at Quebec, gave considerable attention to the special problems of working women. In his report to the convention, General President Jean Marchand commented that it was no longer a question of being for or against work for women, of whether one deplores or applauds the reality, it was a question of facing the problems that such work engenders.

He said it must be recognized that working women have a right to a status that protects them not only as wage earners but also recognizes their particular needs as women.

The CNTU believes that no woman should be compelled for economic reasons to take outside employment; she should be free to do it if she so desires. This freedom of choice should be respected and protected.

Once this choice has been made, however, measures should be adopted in order that working women may carry out their responsibilities without prejudice to their health and welfare or that of their family.

Women's Committee

A women's committee was set up at the 1962 convention to inquire into the role and function of the working woman. Georgette Lachaîne, a CNTU Vice-President, submitted a report to the convention containing proposals for action.

The report states that it must be admitted that the social position of the working woman had not progressed at the same rate as that of the working man. It goes on to say that woman wants to acquire a place that is rightfully hers and that the union movement cannot remain indifferent to a group of this importance. Women now comprise one-third of the total membership of the CNTU and their numbers are increasing.

Woman also owes something to the world of work, the report continues. She must not by her passivity and indifference be detrimental to the collective good of all the workers. But she needs education to play her part. Special attention should be given to the needs of women members in union programs of education.

In its report, the women's committee emphasized three areas of concern: equal pay, Quebec Bill 16 on the legal rights of married women, and night work for women. An attempt had been made at a sociological inquiry on women workers' motivations and their participation in unions. It was decided that it was not feasible because of the cost.

Resolutions

The Convention adopted a resolution that an approach be made to the Quebec government to have the departments of Labour and of Education undertake a study in depth to find adequate solutions to the multiple and complex problems relating to women's work, that this may result in legislation for the protection of the individual and of the family and society as well.

Maternity leave recommendations were endorsed to the effect that leave should be allowed without prejudice to accrued rights and that a special monetary allowance be provided. It was further recommended that maternity leave be made obligatory by law and that minimum conditions be fixed as in the case of paid annual holidays. Such provisions should form part of an over-all social security plan.

Another recommendation asked unions to make a positive and concrete effort to include in collective bargaining agreements adequate solutions to the particular problems of working women. Mr. Marchand suggested that more women should have positions of responsibility in the unions and should be appointed as delegates on negotiating committees.

The Convention resolved to intensify efforts to find solutions to diverse problems relating to night work, part-time work, nurseries and equal pay.

Committee Aims

It was proposed and accepted that the Women's committee be henceforth composed of a vice-president of the CNTU and 16 members—two from each region, chosen, if possible, from different trades.

The committee will have a budget of $2,000 for an education program to stimulate participation by women in a study of their particular problems and to encourage a closer integration into union life. Activities of this sort have been conducted with encouraging results by the textile workers union.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During December 1964 and January and February 1965

(except those under negotiation in November)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Bell Telephone, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Continental Can Co. of Canada, St. Laurent Que.	Steelworkers (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que. Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Miramichi River ports shippers, N.B.	Miramichi Trades & Labour (Ind.)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During November

(except those concluded in November)

Bargaining

Company and Location	Union
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hotels Assn., New Westminster, Burnaby, & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Company and Location	Union
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers (Ind.)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Catelli Food Products, Montreal, Que.	Bakery Wkrs (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Compagnie Miron Ltee., Ville St Michel, Que.	Cement Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Papineau Factory), Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-CIO/CLC)
London City, Ontario	Public Empl. (CLC) (outside Empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island	Teamsters (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)

Company and Location	Union
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Ford Motor Co. of Canada, Windsor, North York, Oakville, & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Que.	Steelworkers (AFL-CIO/CLC)

Conciliation Board

Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway Transport & General Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C.	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers, (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers, (AFL-CIO/CLC)

Post-Conciliation Bargaining

Chrysler Corp. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)

Arbitration

Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During November

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

AIR CANADA—MACHINISTS (AFL-CIO/CLC): 28-mo. agreement covering 4,400 empl.—settlement payment of $55 for period June 30 to Nov. 2, 1964; general wage increases of 4% (approximately 10¢ an hr. average) eff. Nov. 3, 1964, and 4% (approximately 10¢ an hr. average) eff. Nov. 2, 1965; afternoon and night shift premiums increased to 11¢ an hr. and 18¢ an hr. respectively (formerly 9¢ and 16¢); 4 wks. vacation after 20 yrs. (previously 25 yrs.) eff. Jan. 1, 1965; company's contribution to compulsory group life insurance increased to 50% of the premium (previously 7.1%); rates for labourer Nov. 2, 1965 will be $2.04 an hr. and for mechanic after 8 yrs. of service, $3.17 an hr.; agreement to expire Oct. 31, 1966.

BATA SHOE, BATAWA, ONT.—BOOT & SHOE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—increases of 3¢ an hr. retroactive to Oct. 4, 1964 and 3¢ an hr. eff. Oct. 4, 1965 in guaranteed basic wage rates; 2 wks. vacation after 3 yrs. of service (formerly after 10 yrs.); agreement to expire Oct. 3, 1966.

BELL TELEPHONE CO. OF CANADA, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CLERICAL & ASSOCIATED EMPL.): 1-yr. agreement covering 8,400 empl.—top rates increased by $1.50 to $2.50 a wk., depending on localities and grades of empl., eff. Dec. 6, 1964; compensation for work on statutory holidays increased to time and one-half plus alternative day off with pay (formerly straight time plus alternative day off with pay); agreement to expire Nov. 30, 1965.

BELL TELEPHONE CO. OF CANADA, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (CRAFT & SERVICES EMPL.): 1-yr. agreement covering 10,200 empl.—top rates increased by $2.50 to $4 a wk., depending on localities and classes of empl., eff. Dec. 6, 1964; compensation for work on statutory holidays increased to time and one-half plus alternative day off with pay (formerly straight time plus alternative day off with pay); agreement to expire Nov. 30, 1965.

CANADA SAFEWAY, DOMINION STORES, IGA, LOBLAWS, SHOP-EASY, SUPER-VALUE & OTHER STORES, VANCOUVER & OTHER CENTRES, B.C.—BUTCHER WORKMEN (AFL-CIO/CLC): 3-yr. agreement covering approximately 850 empl.—wage increases for journeymen of 10¢ an hr. retroactive to May 4, 1964, 10¢ an hr. eff. Nov. 2, 1964, 5¢ an hr. eff. May 3, 1965, 5¢ an hr. eff. Nov. 1, 1965 and 10¢ an hr. eff. May 2, 1966; wage increases for female empl. of 10¢ an hr. retroactive to May 4, 1964, 5¢ an hr. eff. Nov. 2, 1964, 5¢ an hr. eff. May 3, 1965, 5¢ an hr. eff. Nov. 1, 1965 and 5¢ an hr. eff. May 2, 1966; top rate for female wrapper May 2, 1966 will be $2.30 an hr.; agreement to expire May 1, 1967.

CDN. CELANESE, SOREL, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—general wage increases of 10¢ an hr. retroactive to July 1, 1964, 9¢ an hr. eff. July 1, 1965 and 9¢ an hr. eff. July 1, 1966; 1 day bereavement leave on the death of members of immediate family; agreement to expire June 30, 1967.

CYANAMID OF CANADA, NIAGARA FALLS, ONT.—UE (IND.): 3-yr. agreement covering 500 empl.—wage increases ranging from 4¢ to 16¢ an hr. retroactive to Nov. 1, 1964, 4¢ to 16¢ an hr. eff. Nov. 1, 1965 and 4¢ to 16¢ an hr. eff. Nov. 1, 1966 (average cost 7½¢ an hr. per yr.), including adjustments for discontinuance of wage incentive plans; 2 wks. vacation after 2 yrs. (formerly after 3 yrs.); rate for labourer Nov. 1, 1966 will be $2.20 an hr.; agreement to expire Oct. 1, 1967.

DONOHUE BROTHERS LIMITED, CLERMONT, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): wage increase of 5% retroactive to Aug. 1, 1964 arising from wage reopener provided for in 3-yr. agreement covering 600 empl.—piece rate per cord increased to $6.90 per cord (formerly $6.60); rate for labourer becomes $1.24 an hr.; agreement to expire July 31, 1965.

MARITIME TEL. & TEL., PROVINCE-WIDE, N.S.—IBEW (AFL-CIO/CLC) (TRAFFIC EMPL.): 2-yr. agreement covering 730 empl.—top rate increased by $1.25 to $2.25 a wk. in first yr. depending on locality, and by similar amounts in second yr.; vacation of 10 working days after 1 yr. of service (no change), 15 working days after 13 yrs. (formerly 14) eff. May 1, 1965 and of 20 working days after 24 yrs. of service (no change); maximum rate for operator at Halifax and Sydney after Sept. 20, 1965 will be $62.25 a wk.; agreement to expire Sept. 20, 1966.

CDN. WESTERN NATURAL GAS & NORTHWESTERN UTILITIES, ALTA.—NATURAL GAS EMPL. WELFARE ASSN. (IND.) & NATURAL GAS EMPL. BENEFIT ASSN. (IND.): 1-yr. agreement covering 900 empl.—afternoon and night shift premiums increased to 10¢ an hr and 18¢ an hr. respectively (formerly 8¢ and 16¢); rate for labourer $2.05 an hr.; agreement to expire Dec. 31, 1965.

TORONTO CITY, ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 2,200 empl.—general wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. (formerly 10 yrs.) of service, and 4 wks. after 20 yrs. (formerly 25 yrs.) of service; agreement to expire March 31, 1966.

TORONTO METRO., ONT.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 2,200 empl.—general wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (previously after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (previously after 25 yrs.); agreement to expire March 31, 1966.

TORONTO METRO., ONT.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.): 2-yr. agreement covering 800 empl.—geneal wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (formerly 10 yrs.), and 4 wks. vacation after 20 yrs. of service (formerly 25 yrs.); afternoon and night shift premiums increased to 13¢ and 14¢ an hr. respectively (formerly 11¢ for both shifts); rate for labourer after April 1, 1965 will be $2.26 an hr.; agreement to expire March 31, 1966.

TEAMWORK in INDUSTRY

The St. Margaret's Hospital Representative Council in Biggar, Sask., has a knack for extracting maximum usefulness from whatever comes to hand. Although this labour-management body is only a year and a half old, it has demonstrated an enterprising spirit that is the pride of both hospital management and members of Local 333 (Biggar Division), Building Service Employees' International Union.

To cite a small instance: When the Department of Labour's *Teamwork in Industry* arrives each month, it is reviewed thoroughly by a council member. If he or she spots articles that might prove useful to personnel—particularly reports on the operations of other hospital labour- management committees—these are marked, and *Teamwork* is then posted on the employee bulletin board.

As another service to personnel, the council prepares summaries of all its minutes so that St. Margaret's busy staff can see at a glance what projects are being tackled through union-management co-operation.

Council secretary Mrs. Ronald Silvernagle, R.N., reports that the group's membership comprises two graduate nurses, three union employees, one non-union employee, and three management representatives, including one from administration. Acting in a purely advisory capacity, the council makes recommendations to management on such matters as quality of service to patients and public, safety measures, and reduced waste of time, material and human effort.

"In these times of constant and rapid development," says Mrs. Silvernagle, "it is important to look ahead and recognize the need for planning for the future. The council believes this can be done best if labour and management work closely together." Mrs. Silvernagle further reports that since the council was formed, minor problems are solved in the early stages, thereby avoiding serious grievances.

During the past year the council introduced many new safety measures throughout the hospital, established a "good-bye and marriage fund," promoted a standard price for cafeteria meals, and recommended new diet cards whose flexibility caters to likes and dislikes among patients. The council also founded an emergency call system, known as "Operation Snowball," for quick summoning of personnel in case of disaster. Running out of projects? "Not likely," said Mrs. Silvernagle. "The council is looking forward to more achievements in the coming year."

* * *

Interest continues to grow in the labour-management suggestion award plan set up in the shoe manufacturing firm of Bennett Limited, Fort Chambly, Que. A recent tally of the progress being made revealed that 82 per cent more suggestions were being submitted by employees by the end of one recent five-year period than at the beginning. Cash awards during the same period rose from $460 to $1,685 annually.

Latest winner is Roger Lamarre, who earned a bonus of $750 for a suggestion to improve equipment used in the manufacture of shoes. Four other employees who assisted Mr. Lamarre in formulating his suggestion each received a cheque for $50.

Bargaining agent is the Bennett Limited Employees' Syndicate, CNTU.

* * *

At the Joy Manufacturing Company, Galt, Ont., fabricators of metal products, the labour-management Advisory Committee sponsored an "open house" recently for the wives and children of personnel. Committee officials planned for 200 visitors at the evening event—but the final tally was 500.

Guests were met at the door by president H. E. P. Hadfield, division manager G. A. Brenneman and their wives. Afterward they were escorted on tours through both offices and plant where many of the firm's machines were in operation.

Door prizes for the occasion were donated by members of United Steelworkers' Local 2871 and the Joy Employees' Credit Union. Refreshments for the children were provided by the Joy Canteen Society.

Personnel manager John Boehmer reports that the Joy Division Plan Advisory Committee was established last April. Among its achievements is an employee suggestion program. The committee comprises three union and three management representatives and a permanent secretary. Members are chairman John Patrick, local president Joseph Guisso, Ernest Ford, Bud Graham, Steve Stritychuk, Dick Figgins and Mr. Boehmer.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during October. The Board issued nine certificates designating bargaining agents, ordered five representation votes and rejected four applications for certification. During the month the Board received 17 applications for certification, one application for revocation of certification, two requests under Section 61(2) of the Act for review of earlier decisions, and one application under Section 19(2) of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month the Board allowed the withdrawal of five applications for certification.

Applications for Certification Granted

1. District 50, United Mine Workers of America, Local Union 15383, on behalf of a unit of unlicensed personnel employed aboard the M. V. *Sillery* by La Cie de Navigation du Golfe Ltée., Quebec, Que. (L.G., Nov., p. 986). The Seafarers' International Union of Canada had intervened.

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed abroad the S.S. *William H. Daniels* by Superior Aggregates Company, Port Arthur, Ont. (L.G., Oct., p. 878).

3. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *D'Vora* by Harney Brothers Co. Ltd., Rimouski East, Que. (L.G., Oct., p. 878).

4. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed aboard the M.V. *D'Vora* by Harney Brothers Co. Ltd., Rimouski East, Que. (L.G., Oct., p. 878). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

5. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Guard Mavoline* by Levis Shipping Ltd., Quebec, Que. (L.G., Oct., p. 878).

6. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed aboard the M.V. *Guard Mavoline* by Levis Shipping Ltd., Quebec, Que. (L.G., Oct., p. 878). The Canadian Merchant Service Guild, Inc., Eastern Branch, had intervened.

7. National Association of Broadcast Employees and Technicians on behalf of a unit of office personnel employed by Western Ontario Broadcasting Co., Ltd., Windsor, Ont. (L.G., Nov., p. 988).

8. Cape Breton Projectionists Union 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of announcers, operators, writers and film editors employed at Radio Station CFCY and CFCY-TV by Island Radio Broadcasting Co. Ltd., Charlottetown, P.E.I. (L.G., Nov., p. 988).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of cook-deckhands employed by Western Tug & Barge Ltd., Vancouver, B.C. (L.G., Nov., p. 988).

Representation Votes Ordered

1. Seafarers' International Union of Canada, applicant, North Shipping & Transportation Ltd., Quebec, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. The Board ordered that only the name of the applicant appear on the ballot (L.G., Sept., p. 799) (Returning Officer: Miss M.-P. Bigras).

2. Seafarers' International Union of Canada, applicant, Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (unlicensed personnel) and District 50, United Mine Workers of America, Local Union 13946, intervener. The Board ordered that only the name of the applicant appear on the ballot. (L.G., Sept., p. 799) (See also "Applications for Certification Rejected" item 3 and 4,) (Returning Officer: Miss M.-P. Bigras).

3. Seafarers' International Union of Canada, applicant, District 50, United Mine Workers of America, Local Union 13946, applicant and intervener, and Agence Maritime Inc., Quebec, Que., respondent (unlicensed personnel) (L.G., Oct., p. 877,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

878). These were cross applications and the Board ordered that the names of both unions appear on the ballot. (Returning Officer: Miss M.-P. Bigras).

4. and 5. District 50, United Mine Workers of America, Local Union 15377, applicant and intervener, Canadian Merchant Service Guild, Inc., Eastern Branch, applicant and intervener, and Agence Maritime Inc., Quebec, Que., respondent (licensed personnel). The Board ordered that two representation votes be held, one within a unit of marine engineers with only the name of District 50, United Mine Workers, Local Union 15377, on the ballot, the other within a unit of deck officers with the names of both District 50, United Mine Workers of America, Local Union 15377 and Canadian Merchant Service Guild, Inc., Eastern Branch, on the ballot. (L.G., Oct., p. 878, Nov., p. 988.) (Returning Officer: Miss M.-P. Bigras).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and Johnstone Shipping Limited, Toronto, Ont., respondent (unlicensed personnel) (L.G., Nov., p. 987). The application was rejected for the reason that it was not supported by a majority of the employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, and Swiftsure Towing Company Ltd., New Westminster, B.C., respondent (unlicensed personnel) (L.G., Nov., p. 988). The application was rejected for the reason that on the evidence the applicant did not have a majority of the employees affected as members in good standing in accordance with the provisions of Rule 15 of the Board's Rules of Procedure.

3. and 4. The Board rejected applications for certification made by District 50, United

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel, and by District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (L.G., Nov., p. 988). The applications were rejected for the reason that on the evidence given at the hearing on October 14, 1964, in the application affecting the unlicensed personnel it was established to the Board's satisfaction that collaboration and joint pressure had been brought to bear upon the employees in the proposed bargaining units to join the applicant unions, and to select the said locals as bargaining agents. Accordingly the Board is of opinion that in the circumstances it cannot accept the evidence of membership in Local 13946 or Local 15377 submitted by the applicants.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of pilots employed by Island Airlines Ltd., Campbell River, B.C., (Investigating Officer: G. H. Purvis).

2. The Association of Employees of CJMS Radio Montreal Ltd., on behalf of a unit of employees of CJMS Radio Montreal Ltd., Montreal, Que. (Investigating Officer: Miss M.-P. Bigras).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by A. Escott Co. Ltd., North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

4. International Association of Machinists on behalf of a unit of clerical employees in the Mechanical Department of the Quebec North Shore and Labrador Railway Company, Sept. Iles, Que. (Investigating Officer: R. L. Fournier).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Veteran Transfer Limited, Edmonton, Alta. (Investigating Officer: G. H. Purvis).

6. Teamsters, Chauffeurs, Warehousemen and Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Speedway Express Ltd., Lancaster, N.B. (Investigating Officer: H. R. Pettigrove).

7. International Longshoremen's Association Local 1842, on behalf of a unit of employees of Waterman's Service (Scott) Limited, Toronto, Ont. (Investigating Officer: S. Emmerson).

8. International Longshoremen's Association, Local 1654, on behalf of a unit of employees of Great Lakes Overseas Packing Division of Summerhayes Industrial and Wood Products Limited, Hamilton, Ont. (Investigating Officer: S. Emmerson).

9. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by North Shipping & Transportation Ltd., Quebec, Que. (application withdrawn, see below).

10. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Agence Maritime Inc., Quebec, Que. (application withdrawn, see below.)

11. Seafarers' International Union of Canada, on behalf of a unit of marine engineers employed by Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que. (Investigating Officer: R. L. Fournier).

12. District 50, United Mine Workers of America, Local Union 15410, on behalf of a unit of unlicensed personnel employed by La Cooperative de Transport Maritime & Aerien (CTMA), Grindstone Island, Que. (Investigating Officer: R. L. Fournier).

13. District 50, United Mine Workers of America, Local Union 15405, on behalf of a unit of licensed personnel employed by La Cooperative de Transport Maritime & Aerien (CTMA), Grindstone Island, Que. (Investigating Officer: R. L. Fournier).

14. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees at the Montreal terminal of Argosy Carriers (Eastern) Ltd., Toronto, Ont. (application withdrawn, see below).

15. Officer Employees International Union, Local 15, on behalf of a unit of office employees of Millar and Brown Ltd., Burnaby, B.C. (Investigating Officer: G. H. Purvis).

16. Automotive Lodge 1857, International Association of Machinists, on behalf of a unit of mechanics employed at Burnaby, B.C., by Pacific Inland Express Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

17. Canadian Transportation Workers' Union, No. 186, NCCL, applicant, and Glengarry Transport Ltd., Alexandria, Ont., respondent (Investigating Officer: G. A. Lane).

Application for Revocation Received

Floyd Barkwell, *et al*, applicants, Liquid Cargo Lines Limited, Clarkson, Ont., respondent, and General Truck Drivers Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs,

Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on June 24, 1964, to the respondent union in respect of a unit of drivers employed by the respondent company. (L.G., Aug., p. 715).

Requests for Review Received

1. Request by Peter Rempel, *et al,* applicants, for review of the certificate issued by the Board on June 7, 1961 which certified the National Association of Broadcast Employees and Technicians as bargaining agent for a unit of employees of Channel Seven Television Limited, Winnipeg, Man. (L.G. 1961, p. 794).

2. Request by the Association of Radio and Television Employees of Canada, for review of the certificate issued by the Board on June 25, 1953, which certified it as bargaining agent for a unit of employees of the Canadian Broadcasting Corporation. (L.G. 1953, p. 1154).

Application under Section 19(2) of Act

Application for the provision for final settlement of differences concerning the meaning or violation of the collective agreement between Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938, and Transport Drivers, Warehousemen, Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (in substitution for the Taggart Employees Association pursuant to Section 10(c) of the Act), applicant, and Taggart Service Limited, Ottawa, Ont., respondent (L.G., Sept., p. 800).

Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, and Pacific Tanker Co. Ltd., Vancouver, B.C., respondent (L.G., June 1963, p. 504).

2. Transport Drivers, Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Edwards Transport Ltd., Montreal, Que., respondent (L.G., Oct., p. 878).

3. Seafarers' International Union of Canada, applicant, and North Shipping & Transportation Ltd., Quebec, Que., respondent (marine engineers) (application received during month).

4. Seafarers' International Union of Canada, applicant, and Agence Maritime Inc., Quebec, Que., respondent, (marine engineers) (application received during month).

5. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Argosy Carriers (Eastern) (Ltd., Toronto, Ont., respondent (Montreal Terminal) (application received during month).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During October, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Maple Leaf Mills Limited, Calgary, Alta., and Local 1145 of the United Packinghouse, Food and Allied Workers (Conciliation Officer: D. S. Tysoe).

2. The J. P. Porter Company Limited, Marine Industries Limited, McNamara Marine Limited and Canadian Dredge & Dock Co. Ltd. and Seafarers' International Union of Canada (licensed division) (Conciliation Officer: C. E. Poirier).

3. Quebec Cartier Mining Company, Port Cartier, Que. and Seafarers' International Union of Canada (Conciliation Officer: C. E. Poirier).

4. B.C. Towboat Owners' Association (certain member companies) and Seafarers' International Union of Canada (Conciliation Officer: D. S. Tysoe).

5. Canadian Pacific Railway Company (S.S. *Princess of Acadia*) and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (Conciliation Officer: H. R. Pettigrove).

6. M. & P. Transport Ltd., Edmonton, Alta. and The Association of Employees of M. & P. Transport Ltd. (Conciliation Officer: D. S. Tysoe).

7. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (Conciliation Officer: J. S. Gunn).

Conciliation Boards Appointed

1. Canadian National Hotels Limited (Fort Garry Hotel, Winnipeg, Man.) and Canadian Brotherhood of Railway, Trans-

port and General Workers (L.G., Sept., p. 805).

2. Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L.G., Sept., p. 805).

3. Western Manitoba Broadcasters Ltd. and Association of Radio and Television Employees of Canada (L.G., Aug., p. 717).

4. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Oct., p. 882).

5. B.C. Towboat Owners' Association (various companies) Vancouver, and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (L.G., Nov., p. 990).

6. B.C. Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild (deck officers) (L.G. Nov., p. 990).

7. B.C. Towboat Owners' Association, Vancouver, and Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (engineer officers) (L.G., Nov., p. 990).

8. The Cumberland Railway Company (Sydney and Louisburg Division), Montreal, and Brotherhood of Railroad Trainmen (no conciliation officer previously appointed).

9. Quebecair, Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (L.G., Sept., p. 805).

Conciliation Board fully Constituted

The Board of Conciliation and Investigation established in October to deal with a dispute between Quebecair, Inc., Rimouski, Que., and International Association of Machinists (hostesses, flight agents and employees in the maintenance, traffic and operations departments) (see above) was fully constituted in October with the appointment of His Honour Judge Jules Poisson of Montreal as Chairman. Judge Poisson was appointed by the Minister in the absence of a joint recommendation from the other two members Denis Germain and Jean-Paul Menard, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Board Report of Settlement Received

Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (L.G., Aug., p. 717). The text of the report is reproduced below.

Strike Action following Report of Industrial Inquiry Commission

Newfoundland Employers' Association Limited, St. John's, Newfoundland and The Longshoremen's Protective Union (L.G., Aug., p. 718). The text of the report is reproduced below. The longshoremen rejected the recommendations of the Commission and a stoppage of work occurred on October 26, 1964.

Disputes not Settled (Minister Refused to Appoint Conciliation Boards)

1. Radio Saguenay Limitee (CKRS-CKRS-TV) and National Association of Broadcast Employees and Technicians (L.G., May, p. 397).

2. Tourist Services Ltd., Whitehorse, Y.T., and General Truck Drivers and Helpers, Local Union No. 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Sept., p. 805).

Report of Board in Dispute between

Maple Leaf Broadcasting Co. Limited (Radio Station CHML)

and

National Association of Broadcast Employees and Technicians

The Board of Conciliation consisting of Fred G. Hamilton, member, William F. Scandlan, member, and T. C. O'Connor, Chairman, met the parties in Hamilton, Ont., on July 28, August 6th and September 15, 1964.

The Board of Conciliation is pleased to report that the parties have reached agreement on all items in dispute.

TERMS OF SETTLEMENT

1. Clause 2.01—Recognition shall be as in company proposal.

2. *Article V*—Management rights shall be as in company proposal clauses 5.01, 5.02 and 5.03, with the addition of the following as 5.04: "The Company agrees that it will not exercise any of the rights set forth in this article in a manner incon-

During October, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians.

The Board was under the chairmanship of T. C. O'Connor of Toronto. He was appointed by the Minister on the joint recommendation of the other two members of the Board, F. G. Hamilton of Toronto and William F. Scandlan of Hamilton, nominees of the company and union, respectively.

The report is reproduced here.

sistent with the express provisions of this agreement."

3. *Article XI*—No Strikes, No Lockouts—
11.01 shall be as in company proposal.
11.02 shall be as in company proposal with the addition of "during the life of this agreement" after the word "slowdown" in the third line thereof.
11.03 shall be as in company proposal.
11.04 shall read: "The union agrees not to involve the company in any dispute which may arise between any other employer and the employees of such other employer."
11.05 shall read: "The company will not assign, transfer or require employees to go to any radio station, television station, transmitter, studio or similar facility where a lawful strike of any persons whose functions are similar to those covered by this agreement is in progress or to originate a programme or programmes not normally fed to such facility, provided that nothing herein shall restrict the company from performing its normal function as a news medium."

4. *Article XVI*—Seniority
(i) 16.02 shall read: "Seniority as referred to in this agreement shall mean the length of continuous service in the employ of the company within the bargaining unit."
(ii) 16.04 (b) shall read: "During the first three months of absence due to illness or written leave of absence."
16.04 (c) shall read: "During the first twelve-month period of a layoff"
(iii) 16.08 shall read: "The company shall give as much notice as is reasonably possible to employee prior to a layoff but in any event will give a minimum of two weeks' notice of layoff resulting from a reduction in staff due to a shortage of work." (iv) 16.10 shall be as proposed in the union revision of this Article submitted March 2, 1964.

5. *Article XIII*—Hours of Work and Work Week
13.01 shall read: "The company agrees to continue its present practice with respect to the scheduling of work days and work weeks to approximate a 40 hour work week as follows:
(a) a six-hour board shift plus preparation and clean-up time on a six-day-per-week basis for programme operators;
(b) a five and one-half day week for programme operators not scheduled on a board shift;
(c) a five and one-half day week for maintenance technicians."
13.02 shall read: "Overtime at the rate of time and one-half the employees' normal rate based on a 40 hour week shall be paid for all authorized hours worked in excess of an employee's normal work day or work week."

6. *Article XIV*—Vacations with Pay
14.01 shall read: "All employees who have completed one year's employment with the company shall be entitled to three weeks vacation with pay at the employee's normal rate of pay.
Such vacations to be taken at a time or times convenient to the company."
14.02 shall read: "The company agrees that it will arrange each employee's work schedule so that each employee has either Christmas Day or New Year's Day as a day off with pay. One of the three weeks vacation with pay provided in Clause 14.01 is granted in lieu of any additional statutory holidays."

7. *Article XVIII*—General
(i) 18.01 shall read: "The company agrees during the lifetime of this agreement it will continue its present pension, medical, hospital and life insurance plans on the same contributory basis."
(ii) 18.02 shall be as in Company proposal.
(iii) 18.03 shall be as in the Company proposal with the addition of Clause 25.3 from the Union proposal.
(iv) 18.05 shall read: "Upon request by the Union, the Company agrees to release without loss of pay or leave credits, Union representatives to attend grievance meetings with Management concerning this bargaining unit."

8. *Dues Check-Off*—shall read as follows: "The company agrees during the lifetime of this agreement to the extent authorized by any employee to deduct one and two-thirds per cent (1.666%) each month from the gross earnings of such employee for his Union dues and to remit same to the National Association of Broadcast Employees and Technicians by payment to the nominee of the President of the union not later than the 15th day of the following month.

Any such authorization shall be in duplicate and shall be signed by the employee concerned and properly witnessed. It shall be on a form approved by the union and the company. Any such authorization shall be irrevocable except during the last (5) five days of the lifetime of this agreement. One copy of any such authorization or revocation shall be filed with the company, and one copy given to the nominee of the President of the union.

The Company when remitting such dues, shall name the employees from whom such deductions have been made, the respective amounts deducted, and the employees who have revoked their authorizations, or who have left or joined the Company since the last payment."

9. Wages—Schedule "A" to provide for the following wages:

	Program Operator per week	Maintenance Technician per week
Starting Rate	$70	$90
Upon completion of probationary period	75	95
After 1 year's employment	78	98
After 2 years' employment	81	101
After 3 years' employment	85	105
On Merit	100	120

The company agrees that every six months it will consider the rate of all employees who have in excess of three years' employment and who have not reached the merit maximum, and, at the request of the employee, to explain its reasons for granting a merit increase or not granting a merit increase. Merit increases are in the sole discretion of the company and nothing in this agreement shall be construed to give an employee the right to grieve on the matter of a merit increase. If upon the institution of the foregoing wage schedule an employee does not receive an increase of at least $4.00 per week, he shall be granted an additional amount sufficient to bring his increase to the sum of $4.00 per week.

10. A one-year agreement from the date of ratification hereof by the union membership.

11. All other items as agreed upon by the parties during negotiations. All of which is respectfully submitted.

Dated at Toronto, Ont., this 29th day of Oct., 1964.

(Sgd.) Thomas C. O'Connor,
Chairman.

(Sgd.) F. G. Hamilton,
Member.

(Sgd.) Wm. F. Scandlan,
Member.

Report of Industrial Inquiry Commission in Dispute between

Newfoundland Employers' Association Limited

and

Longshoremen's Protective Union

PART I—PRELIMINARY FACTS

The last collective agreement between the parties terminated on December 31, 1962, and following a breakdown in negotiations over the provisions of a new agreement, Mr. H. R. Pettigrove, Federal Conciliation Officer, attempted to bring the parties together and define the issues in dispute. Mr. Pettigrove's report of February 6, 1964 outlined the progress of negotiations which resulted in a failure of the parties to reach an agreement.

On February 7, 1964, a Board of Conciliation and Investigation was appointed under the provisions of the Act to mediate the dispute. This Board was composed of P. Copes, Chairman, with L. J. Dobbin, union nominee, and F. J. Elliott, nominee of the Newfoundland Employers' Association, Limited.

The Board made a most thorough investigation of all matters in dispute and exerted all reasonable efforts in an attempt to narrow the area of conflict and bring the parties to an agreement. The Board exhausted the possibilities of negotiation and so reported to the Minister of Labour on March 17, 1964 (L.G., May, p. 398).

Following the submission of the Board's report, a stoppage of work occurred on the St. John's waterfront which disrupted the shipment of urgently needed supplies and precipitated a serious emergency.

H. R. Pettigrove was again assigned the task of bringing the parties together under an arrangement that would provide for resumption of work on the waterfront. Meetings with the parties were held on various dates, commencing on May 10, during

which the time-consuming task of gang-listing was undertaken and revised proposals were made in an attempt to effect a settlement.

On June 12, a joint meeting was convened at the request of Premier J. R. Smallwood. At this meeting a Memorandum of Understanding was signed by the parties by which the longshoremen agreed to return to work without delay and the employers agreed to resume normal business operations.

Among the conditions included in the said Memorandum of Understanding were the following:

4. The Government of Canada will appoint at once an Industrial Inquiry Commission to examine and report on the operating conditions in the Port of St. John's.

5. It is understood that it is impossible to tell how long the Industrial Inquiry Commission will take to complete its work and make its report and recommendations. However, it is greatly desired by all parties that this work be done as quickly as possible, preferably in two to three months. However, if the report of the Commission is not received by the end of September then the parties will be free to terminate these present understandings.

6. The L.S.P.U. and [the] N.E.A.L. will, within fourteen days after the report is received, state clearly their position on the report and any recommendations it may contain.

7. The Government of Canada, after the report on the Port of St. John's is made, will set up an additional inquiry. This inquiry will be made into the broad and general freight and transportation matters for the province in general and will cover freight moving into and out of the province.

8. The Government of Newfoundland, through the Premier, have in our presence and hearing given the following undertakings:

(a) They will support all sound and reasonable recommendations that may be made by the Commission for efficiency and economical operation of the Port of St. John's, including the use of side-loaders.

(b) They will, by practical financial means, over and above anything done by agreement between the L.S.P.U. and [the] N.E.A.L., assist longshoremen and their families who may be unfavourably affected by such greater efficiency in port operations in St. John's. This agreement of intention by the Newfoundland Government will be generously interpreted by the Government and should be understood as a sincere contribution by the Government to the purpose of preventing hardship to longshoremen and their families that may be caused by any changes in the system of port operations as a result of the recommendations of the Commission.

PART II—PROCEEDINGS

In view of the agreement by the parties in the above Memorandum of Understanding to the appointment of an Industrial Inquiry Commission, the Minister of Labour on June 18, 1964 appointed the undersigned as an Industrial Inquiry Commission to confer with the said parties and to endeavour to mediate the issues in dispute between them and to report thereon to him not later than September 30, 1964.

In pursuance of the said appointment, the Commission met with the parties in St. John's on July 21, 1964. Representing the Union were: Mr. Norman Donovan, President; Mr. Wilf Atkinson, Secretary-Treasurer; Mr. Jack Power, Financial Secretary; Mr. Hubert Crane, Vice President; Mr. Frank Barrett, First Vice President; Mr. John Doyle, Treasurer; Mr. William Rogers, Second Treasurer; Mr. Joe Quann, Grand Marshal; Mr. Gordon Reddy; and Mr. Peter Whitten, Delegate, 4-man Negotiating Team.

Representing the employers were: Mr. James Hutcheson, General Manager, Clarke Steamship Co. Limited; Mr. Brian Doherty, Terminal Manager (Clarke); Mr. Morris Devine, Manager, Furness Withy and Company Limited; Mr. Frank M. Lawlor, Manager, Murray Agencies and Transport Company Limited; Mr. G. James Jaynes, Assistant Superintendent Express Freight, Canadian National Railways; and Mr. Thomas Curry, Newfoundland Canada Steamship Limited.

On application to the Department of Labour, the Commission secured the assistance of Mr. Monroe Sargent, of the Manpower Consultative Service, to aid the Commission and a joint management-labour committee in analyzing the list of longshoremen to determine the number of *bona fide* waterfront workers. This joint committee had as its chairman Mr. Joseph Gillies of the federal Department of Labour, Newfoundland.

On July 23, the Commission adjourned until August 17 to allow the above committee time to study and report on the work assigned to it.

The Commission reconvened at St. John's on August 17 and adjourned on August 19 at the request of the Union, who desired time to study a company proposal on severance pay and prepare counter proposals.

On September 15, the Commission reconvened at St. John's, and the company proposals, as well as the union counter-proposals, were studied. On September 16, the Commission, feeling that it had exhausted all avenues that might lead to a practical and reasonable compromise, announced that the hearings were ended and that a report would be made to the Minister of Labour.

PART III—THE ISSUES

The issues in dispute were well stated by the Board of Conciliation in its report of March 17, 1964 (L.G. May, p. 398). They were as follows:

> Changes proposed by the NEA were designed to reduce the cost per ton of freight handled by more efficient use of manpower—confirming a reduced gang size, increasing the sling load, abolishing "restrictive practices," and introducing new equipment and methods (in particular, introducing a "side-port" vessel). Most important was the employers' desire to see a reduction of the longshore labour force to a smaller number of men that could be offered substantially full-time employment.
>
> In return for the above, the companies were prepared to increase wages and their contribution to the Welfare Fund.
>
> The concern of the LSPU was centred on maintaining as large a number of hours of work for their membership as possible. While conceding the inevitability of modernization and mechanization in the industry, they were desirous of slowing the pace of change so that the rate of reduction in the number of hours of work available would not outrun too rapidly the rate of decline (through attrition) in the labour force. To assist in the process of reducing the labour force, the Union had closed its books to new members since 1954 (except for a few new members allowed to join in 1957). The Union strenuously opposed the introduction of a side-port vessel, which would require far less labour to unload than a conventional vessel. The Union's desire to maintain many "restrictive practices" was evidently also a matter of resisting labour-saving changes in work methods, . . .
>
> Another crucial concern of the Union was to spread the available work as evenly as possible amongst all Union members who wished to make longshoring their main vocation. To this end the Union sought the introduction of a port-wide gang rotation system. As a measure of security the Union wished to control the rotation system through a Union dispatch office.
>
> In discussions before the Commission, the Union offered to accept, as an alternative to port-wide rotation, a severance pay and pension arrangement, which is described later in this report.

PART IV—DISCUSSIONS

The Commission felt that its first duty was to ascertain how many names on the list of longshoremen, previously submitted, were *bona fide* waterfront workers, as there was some evidence that the list contained the names of persons no longer available for work or who had taken on other jobs. It was agreed by all that the basic problem was one of surplus manpower, and if the unqualified or pensionable workers represented a considerable number who could be eliminated without protest, it would facilitate the settlement of other issues in dispute.

Accordingly, a joint committee, with the assistance of Mr. Sargent, Manpower Consultative Service, was assigned the task of producing a realistic list of qualified longshoremen. In Appendix C may be found the result of the committee's survey, and it has been used by the Commission as the basis for calculating the cost of the employers' proposal on severance pay.

Having determined the number of qualified longshoremen on the list, the next task was to determine the number of men who would agree to drop from the employment roll and accept severance pay or pension.

The Union first proposed a severance pay arrangement as contained in Appendix D. This formula was based on average earnings for the past two years of $2,000. It was proposed that each man be paid 60 per cent of that sum "spread over the period that a member accepted the scheme and his application to receive pension." The companies objected to this proposal because in arriving at the average wage of $2,000, the Union had included the wages of foremen, fork-lift operators and checkers, who were in a different classification and who, by mutual agreement, were excluded from the list of men to be affected by the proposals made.

The employers' proposal on severance pay is contained in sheet 2 of Appendix C. It provided for an amount equal to 25 per cent of the amount of the deficiency, if any, between a man's regular pay in any calendar year during the next five years, namely, 1964 to 1968, inclusive, and his average annual pay for the previous two years, the calendar years 1962 to 1963, inclusive. An employee would cease to be eligible for severance pay if he is called for work on five separate occasions in any calendar year and did not show up for work, unless excused by reasons of health.

Under this proposal, if a man had average earnings of $1,600 over the past two years and had no earnings in any of the next five years, he would receive $400 in each of the next five years, being a total of $2,000. If he had earnings in any of the next five years, such earnings would reduce the amount received by the sum of such earnings.

Although the above formula is termed severance pay, it is not a severance arrangement, for the recipients of these payments are still eligible for employment when called.

The matter of severance pay was discussed at length. The Union's final proposal is contained in Appendix C. In brief, it proposed that, as an alternative to port-wide rotation, an employee receive 10 per

cent of his average earnings over the past five years multiplied by his number of years of service. For those 59 years and younger, the sum thus arrived at would be divided by the years remaining to retirement at 65 years of age. For those 60 to 65 years of age, the said sum would be divided by five and multiplied by the number of years from retirement at 65 years of age.

The companies protested that the amount of severance pay, represented by the union formula, was "totally unrealistic" when compared to income received over the past five years; that the estimated cost of the plan was in the vicinity of $500,000 and represented a financial burden that would mean the end of steamship operations in the Port of St. John's. The companies' principal objection was that it would result in the retirement of many valuable men who are required in the work force in order to have an efficient port. At the same time, it was claimed, many men would be left in the force who were not considered to be qualified stevedores. These, and other objections by the companies, are contained in Appendix E (not reprinted here).

The proposals of both Union and employers, mentioned above, together with the Commission's compromise proposal are contained in Appendix C.

The matter of restrictive practices, port-wide rotation and the side-port vessel were exhaustively discussed before the Conciliation Board, the Conciliation Officer and before this Commission. While the Union admitted that the introduction of modern methods in the Port of St. John's was inevitable if the port was to survive, it is the opinion of the Commission that the objection was based on the reduction of the work force that would result from such changed methods of operation. This, apparently, was also the ground for objecting to relaxing their control of restrictive practices and for the insistance on port-wide rotation of gangs, where employment would be available to all longshoremen and the earnings of all would be equalized.

The Commission took the position during the discussions that as the companies were adamantly opposed to port-wide rotation, and with considerable justification if the port was to achieve an efficient working force, it would be impractical to recommend such a proposal.

The Companies supplied a list of restrictive practices operating in the Port of St. John's. The Commission agrees that many of these practices do not prevail in any other port and are harmful to the efficient operation of the port. The Commission's proposed collective agreement submitted herein eliminates the most harmful restrictive practices referred to.

PART V—RECOMMENDATIONS

If the Port of St. John's is to stop the current decline of the waterfront industry and become an efficient competitive port, two problems must be resolved. These are: manpower utilization and job security, and one cannot be resolved without an accompanying adjustment in the other. It therefore becomes most important that we should recognize and understand the economic and competitive problems that exist for management when the services of employees cannot be utilized productively.

If the present excessive costs of ship freight handling continues, the inevitable result will be a further decline in the port's competitive position and the eventual withdrawal of major shipping facilities. As the Conciliation Board's report noted, in the past 15 years many shipping lines have dropped St. John's from their service. Of the three leading lines still operating, two are doing so on a marginal basis, and failure to reduce the relative costs of operations will force a further reduction in traffic.

It is also important that we should recognize, and share, the Union's concern for the welfare of the men employed in the industry. Where men have served an industry for the major portion of their lives, there is an obligation upon industry to provide some protection when changed methods of operating reduce employment or eliminate jobs.

Under ordinary circumstances, time would be allowed the parties to develop machinery for the solution of their mutual problems in the next several years, but it is the Commission's view that any further delay in adopting the proposed changes could well be fatal for St. John's as a port, in the accepted meaning of the term. Time has run out, and if the port is to continue, the problem must be resolved now, and not left to the time-consuming factors of attrition and evolutionary changes to provide for gradual improvement.

In the view of the Commission, the waterfront industry at St. John's must be changed from a predominantly casual to a relatively stable work force. Where employment is largely on an occasional basis, the effect is to reduce the employment opportunities of other more permanently attached longshore employees and lessen efficiency in freight handling.

In the opinion of the Commission, many restrictive practices at the Port of St. John's result in (1) less cargo handled at the pier, (2) a decline in employment opportunities, not just for extra men but for all men at the piers, and (3) fewer total man-hours worked.

The United States Department of Labor report on manpower utilization in the longshore industry supports the above and its comments on restrictive measures in gang operations could have been written specifically for the Port of St. John's:

> If the regular men in the gang cannot be fully utilized, and extra men must be hired while some gangmen are not utilized, the jobs that are preserved are those of the extra men. And similarly, higher costs of operations make the pier less competitive, which in the long run could be reflected in less employment for regular gangs.
>
> The greater the degree of flexibility in the assignment of regular men on the piers, the less the need for extra men. Greater flexibility would assure that the available work will be performed by the regular work force. Thus, an increase in the flexibility of assignments, while it reduces total man-hours of employment in the industry, reduces primarily the hours worked by extra men, and not the hours of regular employees.

Although the Commission sympathizes with the Union's view that further mechanization of the port is discouraging, it must be admitted that the introduction of a new type vessel, or side-port, would, from the standpoint of efficiency and cost reduction, be beneficial to the port. If the net result of such change be an increased volume of traffic generated—and we believe this would result—then it could only help in increasing job opportunities and encouraging other shipping lines to return to the Port of St. John's.

1. Accordingly, the Commission recommends that the parties accept the proposed collective agreement, attached hereto, which incorporates the changes agreed to before the Conciliation Officer, the Conciliation Board, as well as others, which the Commission feels are essential before the Port of St. John's can be placed on a sound and efficient operating basis.

2. It is proposed that the Longshoremen's Protective Union and the Newfoundland Employers' Association Limited enter into the attached proposed collective agreement, which should be for a period of three years, effective from date of signing.

3. *Manpower Surplus:*

In order to take care of surplus workers, all employees who are not eligible for retirement pensions and who are designated as union members in the list submitted to the Conciliation Officer in June 1964 (this was a list of 503 men which, it was claimed, represented the active work force) and employees who the employer states worked for him as longshoremen in a previous year shall be entitled to receive as additional remuneration over and above their regular rates of pay, an amount equal to 33⅓ per cent of the amount of the deficiency, if any, between their regular pay in any calendar year during the next five years, namely, 1964 to 1968, inclusive, and their average annual pay for the two previous years (the calendar years 1962-1963 inclusive).

It is further proposed that the longshoremen classed as surplus in the previous paragraph and paid in accordance with the provisions thereof be placed on a spare board or reserve pool of longshoremen who will be available for work on the waterfront when called.

It is proposed that all longshoremen aged 65 and over be retired on pension, such pension payments to be derived from the following sources:

(i) The sum available from the Union-Management Pension Fund to a maximum of $40 where the employee has 25 years of service, as according to the provisions of the said Pension Fund agreement, an employee with 25 years of service who has reached the age of 65 may receive a pension of $40. However, it is our understanding that the said Fund is not actuarily sound and there is not sufficient money to provide the employees expected to be retired immediately hereafter with a pension of the amount noted. In our view, it is desirable that all employees presently to be retired receive the said sum of $40 per month, and that the deficiency between the amount available from the Pension Fund and the sum noted be made up from some source.

(ii) The sum of $75 per month to be paid under the provisions of the Old Age Assistance Act, on establishing eligibility.

The Commissioner expresses his grateful thanks to Mr. H. R. Pettigrove, Conciliation Officer, for his expert guidance and advice, based on long years of experience in the field of conciliation; to Mr. M. Sargent, Manpower Consultative Service, for his detailed and valuable assistance in dealing with the vexing problem of surplus manpower; and to Mr. Joseph Gillies, federal Department of Labour, Newfoundland, for his assistance in assessing the different issues placed before the Commission.

DATED at Antigonish, in the County of Antigonish, Province of Nova Scotia, this 28th day of September, A.D., 1964.

(Sgd.) A. H. McKinnon
Industrial Inquiry Commission

APPENDIX A—Memorandum of Understanding, June 12, 1964 (not reprinted here)

APPENDIX B—Report of Board of Conciliation (see L.G., May, p. 398)

APPENDIX C

UNION PROPOSAL

1. *Proposal*

a. The wages of a wage earner working on the waterfront will be averaged over his past five years.

b. Take 10% of the above averaged figure.

c. The sum obtained under item b will be multiplied by the number of the wage earner's years of service.

d. *For those 59* years of age and under divide the figure in item c by the years remaining to retirement age (65).

e. *For those 60 to 65* years of age divide the figure in item c by 5 and multiply by the number of years from retirement (65).

f. The sum determined in items d and c will be paid in monthly installments to age of retirement.

2. *Number of Men to be Affected*

Union unable to estimate.

3. *Annual and Total Cost of Severance Proposal*

Union unable to estimate costs. Employers estimate, made on the basis that those accepting the proposal would be in the higher age and earning categories is $600,000.00 in total.

4. *Commissioner's Comment*

a. Considering the very attractive terms of this proposal it is likely that this would result in a greater than required depletion of the total work force.

b. This proposal would eliminate some of the more desirable employees while retaining those least productive.

EMPLOYERS' PROPOSAL

1. *Proposal*

a. Workers shall be entitled to receive as additional remuneration over and above his regular rates of pay, an amount equal to 25% of the amount of the deficiency, if any, between his regular pay in any calendar year during the next five (5) years, namely, 1964 to 1968, inclusive) and his average annual pay for the previous two (2) years (the calendar years 1962 to 1963 inclusive). An employee shall cease to be eligible for severance pay if he is called for work on five (5) separate occasions in any calendar year and does not show up for work, unless excused by reason of health.

2. *Number of Men to be Affected*

a. 1965-1966

Present number on union list	503
Labour requirements	294
Surplus	209
Age 65 and over subject to pensionable retirement	30
Estimated number to be in receipt of severance proposal	179

b. 1967-1968

Present number on union list	503
Labour requirement	252
Surplus	251
Age 65 and over subject to pensionable retirement	51
Estimated number to be in receipt of severance proposal	200

3. *Annual and Total Cost of Severance Proposal*

Amount available for deficiency—severance payments for each year of the five (5) year period $75,500.00
Total for the five (5) years $377,500.00

4. *Commissioner's Comment*

a. As compared to the Union proposal this severance arrangement is of a selective nature in that the employers, having the right to hire whom they wish, can eliminate the least productive worker while retaining those with capacity for higher earnings. But, all workers will be eligible for deficiency payments.

b. This proposal will permit workers, who desire to do so, to remain on a Union "Spare Board" and thus be eligible for any work available.

COMMISSIONER'S PROPOSAL

1. *Proposal*

Same as "Employers' Proposal", Page 2, with the exception that 33⅓% be substituted for 25%.

2. *Number of Men to be Affected*

Same as "Employers' Proposal", Page 2.

3. *Annual and Total Cost of Severance Proposal*

Amount available for deficiency—severance payments for each year of the five (5) year period ..... $ 87,000.00
Total for the five (5) years $435,000.00

4. *Commissioner's Comment*

In the event that this 33⅓% deficiency proposal is rejected by the Union on the grounds of inadequacy or causing hardship, it is recommended that any additional payments required to be made by the Government of Newfoundland to secure its acceptance be made in accordance with this deficiency formula.

APPENDIX D—UNION PROPOSAL AS REGARDS TO SEVERANCE PAY

The LSP Union is vitally concerned with the problem of the surplus worker in the coming days of increased mechanization in longshore operations in the port of St. John's and has given quite serious thought to the coming situation. While it is agreed that there will be some hardship to some men it must be also understood that the machine must pay in some form for the displaced worker and not the worker for the machine or increased efficiency which in effect means increased profits for the operator.

The union has examined two proposals of the employers as regards severance pay and puts forth the following objections.

Alternate One:

40% of the average earnings for the past two years does not give a true picture because of the reduction of work gang from 32 to 26 men on the period 1958-1962. The man should be allowed to seek employment on the waterfront to implement his severance pay for the period involved until he is eligible for pension. This

does not mean that he shall be a member of a gang but should be on a spare list. As regards to past earnings it is the Union's experience that the elderly member was the man dropped from the gang in the reduction and therefore has a low rate of earnings for the period involved i.e. the past two years.

Alternate Two:

This proposal penalizes a member who is unfortunate in the sense of not being a member of a regular gang on an active premises. To illustrate this the Union takes the case of Murray Agencies and Furness Withy. When Murray Agencies were in operation they employed three gangs on a practically permanent basis. These men had a very good rate of earnings as the waterfront of St. John's goes. $2,500-$3,000 per year. For business reasons Murray Agencies and Furness Wtihy formed a merger and now operate from Furness Withy premises. Previous to this merger Furness Withy had four foremen or steady gangs—Murray Agencies three foremen or steady gangs making a total of seven gangs. On Furness there are now six foremen or gangs. The Companies concerned promoted one foreman—another went to another premises with a promotion and no longer hires men. This in effect meant that two gangs of men had no means of being hired, although it must be said that some individuals found work with other gangs. This points up the fact that the last sentence of paragraph one cannot apply.

Union Alternative

In conclusion would base severance pay on the following basis. Union figures show from the men's earnings over the past two years that the average is $2,000 per year. This includes foremen, checkers and casual workers. A reasonable figure, and this would be subject to ratification by the members, would be 60% of the average earnings spread over the period that a member accepted the scheme and his application to receive pension. The Union feels very much concerned about this matter and it is a problem that Management and Union possibly with the help of Government must do all in their power to resolve.

APPENDIX E—Not reprinted here.

PROPOSED COLLECTIVE AGREEMENT BETWEEN L.P.U. AND N.E.A.L.

ARTICLE I—*General Purpose of Agreement*

1. This agreement is made and entered into this day of 1964 by and between the NEWFOUNDLAND EMPLOYERS' ASSOCIATION LIMITED (CARGO OPERATORS) and the LONGSHOREMEN'S PROTECTIVE UNION OF ST. JOHN'S, NEWFOUNDLAND and supersedes all existing and previous contracts and customs except as incorporated and carried forward herein. In consummating this agreement, the parties hereto recognize that it is mutually beneficial and advantageous to secure and maintain an efficient, uninterrupted operation and general stabilization of the industry. Each party agrees that the working conditions hereafter set forth shall be binding on all members of the parties, individually and collectively, and neither party will exercise its rights, powers or functions oppressively in dealing with the other.

ARTICLE II—*Duration of Agreement*

2. This agreement shall become effective as of ..... 1964 and remain in full force and effect until ..... and will renew itself automatically from year to year thereafter unless either party shall serve written notice sixty (60) days prior to the expiration of any year or desire to amend or terminate the agreement.

The foregoing termination provision shall not be construed as limiting or affecting in any way the obligations of the parties contained in Article VII of this intrument of agreement with respect to welfare benefits.

ARTICLE III—*Rates of Pay*

3. *General Cargo*—The hourly rate of pay for men handling general cargo will be as follows:

	, 1964 Dec. 31, 1964	Jan. 1, 1965 Dec. 31, 1965	Jan. 1, 1966
Between the hours of 0800 and 1700	$1.94	$1.98	$2.02
Between the hours of 1700 and 0800	$2.91	$2.97	$3.03
Between Midnight Sunday and 0800 Monday	$4.36	$4.45	$4.54

4. *Dangerous Explosives*—The hourly rate of pay for men handling dangerous exposives will be:

Between the hours of 0800 and 1700	$4.15	$4.24	$4.33
Between the hours of 1700 and 0800	$4.36	$4.45	$4.54

If it is necessary to load or discharge other cargo in the same hold after explosives have been loaded, the same rates shall apply, but not to men loading deck cargo after explosives have been loaded. For the purpose of this agreement, dangerous explosives shall include dynamite, blasting, black powder, fused or unfused shells, and any cargo with a Government Explosives label, but shall not comprise small arms ammunition.

5. *Dirty or Obnoxious Cargo*—Dirty or obnoxious cargo as listed below shall carry the following commodity rates:

$0.10 per hour over basic rate, day or night, to all men handling the following commodities:

Creosoted Wood	Bagged Zinc Sulphate
Non-Corrode Pipe	Bagged Lime
Bagged Soda Ash	Bagged Whiting
Bagged Chrome Salt	Bagged Zinc Oxide
Bagged Barytes	Bagged Lamp Black
Bagged Fertilizer	Bagged Gold Concentrates
Bagged Nitrate	
Sulphur	Green Hides
Bagged Cement	Poison Sprays
Bagged Copper Sulphate	Poison Spray Ingredients

6. *Aeroprills or Nitroprills*—$0.35 per hour over basic rate, day or night, shall be paid to all men employed on ship handling the following commodity:

Chemical Fertilizer viz. (Aeroprills or Nitroprills).

7. *Refrigerated Cargo*—$0.18 per hour over the basic rate, day or night, to all men handling cargo where the temperature in the chambers is 30° F or less.

8. The foregoing rates specified in Clauses 4 to 7 inclusive shall apply only if there is work in excess of one gang hour on any of the above specified commodities.

9. *Cleaning and Sweeping Holds*—The hourly rate of pay for men employed cleaning and sweeping the holds of ships is as follows:

	, 1964 Dec. 31, 1964	Jan. 1, 1965 Dec. 31, 1965	Jan. 1, 1966
Between the hours of 0800 and 1700	$2.04	$2.08	$2.12
Between the hours of 1700 and 0800	$3.01	$3.07	$3.13
On Saturdays— May 1 to Sept. 30			
Between the hours of 1300 and 1700	$3.01	$3.07	$3.13

10. *Ships with Cargo on Fire*—For work on ships with cargo on fire, on cargo which has been on fire, the rate of pay shall be twice the basic day or night rate. This rate to apply to all hatches affected by fire, gas, steam, smoke, water, or oil.

11. *Union Holidays*

a. Sunday work—the rate of pay for Sunday work, that is midnight Saturday to midnight Sunday, shall be double the basic day rate (meal hours excepted).

b. Christmas Day, New Year's Day, Regatta Day and Labour Day shall be union holidays, on which no work shall be performed except the handling of mail and luggage, and in cases of emergency, such as fire threat; however, if work is undertaken on the aforementioned days, Sunday rates shall apply in the case of loading or discharging cargo.

c. St. Patrick's Day, Good Friday, St. George's Day, July 1st, Armistice Day and Boxing Day shall also be Union holidays, but work may be undertaken at the employer's request at time and one half the ordinary basic day rate, midnight to midnight, except double day rates for meal hours.

d. No work shall be performed after 1800 hours on Christmas Eve and New Year's Eve.

(N.B. Midnight to midnight shall constitute the holiday except in the case of Regatta Day, when the ruling of the Regatta Committee shall apply).

e. If St. Patrick's Day, St. George's Day, July 1st, Armistice Day or Boxing Day falls on a Sunday, and a holiday is proclaimed for the following Monday, the rate of pay on the date proclaimed shall be time and one half the ordinary basic rate, midnight to midnight, except that double the ordinary day rate shall apply to meal hours.

f. From May 1 to September 30, Saturday afternoon, 1300 hours to 1700 hours, shall be union half-holidays. Work may be undertaken at the employer's request, at one and one-half times the day rate, unless otherwise provided.

g. In no circumstances, shall men be paid less than two (2) hours for any work performed on a Sunday, union holiday or Saturday half-holiday.

h. The above holidays shall be observed on the actual day, except when observance has been changed by Government action.

12. *Hours of Work*

a. From 0800 hours to 1700 hours shall be considered day hours; from 1700 hours to 0800 hours shall be considered night hours.

b. No man shall work longer than twenty (20) successive working hours unless no other men are available or in case of necessity.

13. *Meal Hours*

a. Meal hours shall be from 0700 hours to 0800 hours, noon to 1300 hours, 1800 hours to 1900 hours and 2300 hours to 2400 hours.

b. All work performed during meal hours shall be paid for at double the ordinary day rate, except on Sunday, when the meal hour

shall be three (3) times the ordinary day rate. Men who have worked through the meal hour may be recalled for work one (1) hour after being relieved for the meal. All men not required after meal hour will be notified when checking out.

14. *Pay on Broken Hour*

a. During normal daytime hours when men or gangs have worked past the hour, they shall be paid one half hour; if past the half hour, they shall be paid one (1) hour, (except as described in Clause 14b). The first hour of any working period shall be paid one (1) hour if any work is performed during that hour.

b. If the ship's officers or employer's representatives consider weather conditions during the working period do not warrant work being carried on, the men employed past the hour shall be paid one quarter hour; past the quarter hour, one half hour, past the half hour, three-quarters of an hour; past the three-quarter hour, one full hour's pay, but in overtime periods shall be paid the full hour. This is not to apply when men refuse to work.

15. *Rates on Wrecked or Stranded Vessels*—For work on wrecked or stranded vessels, the wages of the port shall be paid from the time the men leave the pier until they return thereto. This is not to apply to vessels wrecked or stranded outside the harbour—when special arrangements will be made.

16. *Commencement or Resumption of Work*

a. At 0800 hours.

When men report for work at 0800 hours and are not put to work, they shall receive one (1) hour's pay. They shall remain available for the time for which they are receiving pay.

b. At 1300 hours.

When men are ordered for work at 1300 hours and report in sufficient numbers to work, and the ship's officers or employer's representatives consider weather conditions do not warrant work being carried on, the men shall receive one hour's pay. They shall remain available for the time for which they are receiving pay.

c. At 1900 hours or 2400 hours.

Men ordered for work, or back to work at night shall be paid at the prevailing rate for the full period—except where weather or mechanical breakdown on shipboard or employers' premises, excluding fork lift trucks, does not permit work to be carried on, or in the event of a ship finishing up, in which case each gang will be paid until their hatch is finished but in no event shall they receive less than two (2) hours pay at the prevailing rate.

d. If the gang is not complete when reporting to work, then pay will start only when such gang has been brought to complement or proceeds to work.

e. When men refuse to work because of weather conditions, the above minimums will not apply.

f. When men are standing by under pay they shall remain available and may be employed at the discretion of the Stevedore Superintendent.

17. *Pay During Job Transfer*—When a gang has to go from one place to another to work, they shall be paid for the time occupied during a regular working period.

18. *Rates for General Work About Premises*—General work about premises will be paid for at the hourly rate of:

	May 1, 1964 Dec. 31, 1964	Jan. 1, 1965 Dec. 31, 1965	Jan. 1, 1966
Between hours of 0800 and 1700	$1.65	$1.69	$1.74
Between the hours of 1700 and 0800	$2.48	$2.54	$2.61

ARTICLE IV—CONDITIONS OF EMPLOYMENT

19. Men may be ordered to work for 0800 hours, 1300 hours, 1900 hours and 2400 hours.

20. When men are required for 1900 hours or 2400 hours, they will be hired by 1730 hours. Men at work and required after the meal hour will be notified when checking out. Pay will commence with the start of the working period.

21. *Completion of Work on Ship*—If it is necessary to finish the loading or discharging of a ship, the same gang or gangs which worked by day to 2300 hours may continue and finish the work, provided the maximum hours stipulated under "Hours of Work" Article III—12b is not exceeded.

22. *Extra Men*—When extra men are hired at the request of the Stevedore Superintendent, they may be dispensed with at the end of any working period.

23. *Composition of Gang, Weight of Sling Load*

a. The basic gang to be employed when loading and unloading conventional vessels shall consist of twenty-one (21) men, excluding a foreman.

b. When employing such a gang for the handling of cargo from the hold of a vessel to the place of rest in the shed and/or from the shed to the place of rest in the vessel,

the sling load will be 2,000 pounds, 5% more or less, except in the case of a single piece or package. However, in the case of palletized cargo, strapped or unstrapped and carried as a unit load, there shall be no lift restrictions, except that imposed by the capacity of ships' gear, lift-trucks or other mechanical equipment.

c. When employing men for the handling of cargo carried in a sideloading vessel, it is understood that the employer will hire the equivalent of two 21-man gangs. The deployment of these men will be at the discretion of the employer.

24. *Mechanical Equipment*

a. Free and unrestricted use of mechanical equipment of all types and pallets shall be permitted ashore and on board vessels for the loading and unloading of cargo.

b. When motorized lift-trucks with pallets are utilized in loading or discharging cargo, the weight of the sling load and size of the gang shall be as stipulated in Clause 23.

25. *Manual Equipment*

1. *Dollies and Trailers*

a. When wheeling over 750 pounds, not less than two (2) men shall be employed on a dolly or trailer. (This restriction does not apply when tractors and forklifts are used).

b. When taking full loads to and from fall, not less than two (2) men shall be employed on dollies and trailers when worked by hand.

2. *Hand Trucks*—A man wheeling a hand truck shall not be required to load or unload the truck, and the load shall not exceed 500 pounds.

26. *Hatches*

a. *Minimum requirements for start of hatch*—A hatch may be started with a minimum of eighteen (18) men provided that the Union despatch office is immediately requested to send fill-ins. When men present themselves to complete the gang, they shall be paid from the time they are actually put to work.

b. *Covering of hatches*—Gangs shall be given fifteen (15) minutes to cover the hatch being worked at meal hours. On completion of the hatch, the gang will close the hatch, if requested. The men employed past the hour shall be paid one quarter hour; past the quarter hour, one half hour; past the half hour, three-quarters of an hour; past three-quarters of an hour, one full hour's pay.

c. *Protection of men in hatch*—Hatch beams must be taken off, bolted, or properly secured, when men are working in the hatch.

27. *Rules Governing Commencement and Continuity of Work*

a. Work can commence on any vessel on arrival on the hour.

b. If due to bad weather work cannot commence before 0900 hours, the starting period shall be 1300 hours; and if work cannot commence before 1400 hours, the next starting period shall be 0800 hours the following morning, unless men are ordered for a later specific time or when requested to stand-by and except in cases where men are ordered out for work commencing at 1900 hours.

c. Where men are required to start after 1800 hours, the Union must be notified by 1700 hours and informed of the time it is proposed to start work. The men shall be hired not later than 1700 hours.

d. If men are required to work on Sunday, the Union must be notified by 1700 hours Saturday and the men must be hired not later than 1730 hours, except between May 1st and September 30th (both dates inclusive), when the Union must be notified by noon Saturday and the men hired not later than 1230 hours.

e. If men are required to work on a Union holiday, the Union must be notified by 1700 hours, the previous day, and the men must be hired not later than 1730 hours.

f. Should a Union holiday fall on Monday, the Union must be notified by 1700 hours the previous Saturday, and the men hired not later than 1730 hours, except between May 1st and September 30th (both dates inclusive), when the Union must be notified by noon the previous Saturday and the men hired not later than 1230 hours.

g. When men are required to work on Boxing Day, the Union must be notified by 1700 hours Christmas Eve, and the men hired not later than 1730 hours.

h. From May 1st to September 30th (both dates inclusive), if men are required to work after 1300 hours on Saturday, the Union must be notified by noon and the men must be hired not later than 1230 hours.

i. If work does not start at the specified hour, the men shall, unless the work is cancelled, or they are required to standby, be advised of the hour when it is proposed to start work. The starting hour must be at the beginning of a working period, otherwise pay to revert to beginning of working period.

j. All gangs ordered shall be on the job at the start of each working period.

k. When men are ordered for work at 1900 hours on a ship finishing up, and weather or mechanical breakdown on ship-

board or employers' premises, excluding fork lift trucks, does not permit work to be carried on, same gang may be ordered back for the following morning at 0800 hours.

1. When so required, men shall agree to work under standard tents that provide protection.

m. Companies shall have the right to work the same gang until 2300 hours if they so desire.

n. When men refuse to work because of weather conditions, the minimums will not apply.

28. *Rules Governing Hiring, Replacement and Dismissal*

1. Levels of Supervisory Authority—

a. All orders to the men must be issued through their gang foreman, who in turn will be subject to orders from the Company Superintendent, or his representative, except in the case of special work, when Superintendent may give orders.

b. The Company shall hire the gang foreman and the men working in his gang.

c. All men will be employed on the parent gang system and rotation of gangs will take place within each employer's group.

d. The Union Delegate shall have the right of access to all premises. But he shall not give any direct orders to the men in connection with their work. Any grievance must be taken up with the Employers' Stevedore Superintendent and, if no settlement can be reached at this level, the grievance shall be handled under the grievance procedure as outlined in the agreement. Disregard of this rule by the Union Delegate shall constitute a grievance and shall be dealt with in accordance with Article VI of this proposed agreement.

2. *Replacement of Men Leaving Work or Dismissal.* If any man leaves his work, or is dismissed before the gang to which he is attached has completed its job, the stevedore shall, except between the hours of 2400 hours and 0800 hours, immediately notify the Union so that through the authorized representative of the Union, another man may be employed in his place.

The pay of a man replacing another so dismissed shall, provided a substitute is available, begin not later than one hour after the first man is dismissed. If a man is not immediately available, his pay shall not commence until he begins work. The stevedore, between the hours of 2400 hours and 0800 hours may obtain replacements by telephoning or sending for the man or men required. On the forenoon immediately following, the stevedore shall advise the Delegate of the name or names of those not reporting.

3. *Employment of Non-union Men*—When non-Union men are employed—on account of shortage of Union labour—they shall not be replaced by Union men until the end of a period.

4. The employer shall have the right to discharge any workman for pilferage, insubordination, insobriety or failure to perform the work as required in conformance with the provisions of the Agreement.

5. Any employee found smoking in the hold of a vessel, or in the sheds may be suspended from further work on that vessel and after the third offence may be discharged.

29. *Rules Governing Signalling*

a. When a hatch tender cannot be seen by the winchman, a man shall be employed to give the signal.

b. Winchmen shall take the signal from the hatch tender only.

30. *Rules Governing Stowage in Sheds*—Stowage in the shed shall be used on the height of eleven 100-pound bags and similar height on other type cargo when manpower used, and on the capacity of the equipment when mechanical equipment is used.

ARTICLE V—WORK COMING WITHIN RECOGNIZED JURISDICTION OF UNION

31. All men required for discharging or loading of ballast, other than water ballast, cleaning the holds of ships, loading or discharging of dunnage, shifting cargo whether on deck or in the hold, mail, baggage and express goods, all rigging for cargo lifts, topping of derricks, etc. other than that done by ship's personnel, shall be performed by members of the Union. The ship's personnel may handle dunnage and clean holes after a hatch has been completed.

ARTICLE VI—DISPUTES AND ARBITRATION MACHINERY

32. a. *Permanent Joint Committee*—There shall be a joint committee, consisting of three (3) members appointed by the Newfoundland Employers' Association Limited and three (3) members appointed by the Longshoremen's Protective Union.

b. *Individual or Group Disputes*—If a dispute arises between one or more workmen and one or more employers, which does not involve or affect the majority of the employers engaged in the particular business in relation to which the dispute arises, the delegate or other duly authorized representative of the union shall immediately discuss the matter with the stevedore superintendent of each employer and, if no settlement can be reached, then the delegate or

other representative of the union shall discuss the matter with the employers concerned. If no settlement is reached between the union and the employers either side shall in writing, report the dispute to the joint committee within 48 hours. Upon receipt of such report, it shall be the duty of the joint committee to sit within seven (7) days to effect a settlement, and if no settlement is reached, the matter shall be referred to arbitration.

c. *General Disputes*—Should a dispute arise between the union and a majority of the employers in any business, the matter shall be discussed between the association and the union with a view to settlement.

d. *Automatic Referral to Arbitration*—Should there be any dispute which cannot be adjusted between the parties hereto as to the interpretation of any clause of this agreement, the men shall continue to work without change in the conditions governing the work and such dispute shall be referred to a committee composed of three (3) members; one selected by the steamship committee, one by the longshoremen; and a chairman selected jointly by the other two. If within five (5) days from the date of an official written request to do so either party fails to name its representative, the Minister of Labour for Canada will be requested to name such representative. If within an additional seven (7) days the representatives named by the parties fail to agree on a person to be named as Chairman, the Minister of Labour for Canada will be requested to name the Chairman. Such Committee shall sit without unnecessary delay and the majority decision shall be final and binding on both parties.

e. The Permanent Joint Committee and/or the members of the committee appointed under Article VI-d., shall not alter, modify or amend any part of this agreement.

33. *Strike and Lock-out*

a. There shall be no strike, stoppage of work or lock-out during the currency of this agreement.

b. In the event of a strike, stoppage of work or lock-out contrary to the terms of this agreement, either party will be liable to a penalty of one thousand dollars per day on a *pro rata* basis for the duration of such strike, work stoppage or lock-out.

34. *Working Arrangements*

1. Work on any vessel may commence, stop or resume at the discretion of the employer but within the terms of this agreement.

2. The employer shall decide the number of hatches he wishes to work on any vessel at any time and the number of gangs he wishes to employ to perform the loading and discharge of his vessels.

3. The employer may shift gangs from one ship to another or from one hatch to another, without penalty, at any time while ship is working. (Where travelling time is involved this will be paid.)

4. The employer shall decide how the men in the gang will be deployed on the ship and ashore, including the allocation of the men to handle and sort cargo, irrespective of their gang attachment or hold from which cargo is discharged, also to work vessels in any manner deemed necessary, providing it conforms to safety regulations, and provided there is no reduction in the basic minimum gang of 21 men.

5. The employer shall choose his shedmen, that is, "checkers-sorters, lift-truck operators", from amongst union members, subject to their meeting the required qualifications.

6. The employer retains the right to be the judge of the competency of his employees.

7. The employer shall decide how all work will be performed in connection with the loading and unloading of vessels, railway cars and trucks; the receiving and delivery of cargo and the handling of all freight on the terminal, always subject to the terms of this agreement.

35. *Vessels*—This agreement will be applicable to all types of general cargo vessels employed in the respective trades, including side-port vessels.

ARTICLE VII—*Welfare Fund*

36. a. A Welfare Fund is hereby established, the assets of which shall be held, invested and contributed in accordance with the provisions hereinafter set forth.

The Welfare Fund and its assets shall be administered jointly by two (2) representatives appointed from time to time by the Union and two (2) representatives appointed from time to time by the employers. The funds of the Welfare Fund shall be invested in marketable securities or kept in a current account with a branch of a charterered bank in St. John's, Newfoundland. All income from the assets of the Welfare Fund shall be deposited in its bank account. All purchases and sales of investments by the Welfare Fund and all payments from the Welfare Fund shall be approved and all cheques on its bank account shall be signed by one (1) representative of the employers and one (1) representative of the Union. The investments of the Welfare Fund, other than cash on deposit in its bank account, shall be kept in custodian

account in the branch of a chartered bank where its bank account is located. The employers and the Union, respectively, shall have the right to appoint or remove its or their representatives or representative by notice to such effect to the other and to the branch of the bank where the depositary and custodian account of the Welfare Fund is located.

b. Each employer agrees to contribute to the Welfare Fund the following amounts by cheque payable to the Welfare Fund on or before the twentieth (20th) of each month in respect of the previous month, namely: forty cents ($0.40) per ton for each ton of general cargo loaded or discharged, and eight cents ($0.08) per man hour for each hour worked.

The Welfare Fund will be administered jointly by representatives of the employers and the union and will be used to provide for the following:

c. *Vacation Pay*

Vacation pay shall be payable as follows:

(i) employees who have worked less than 350 hours in any year will not receive vacation pay;

(ii) each employee who has worked 350 hours or more in a year will receive vacation pay of ($0.08) for each hour worked during the year;

(iii) any surplus funds contributed towards vacation pay and not used for this purpose shall be retained in the Welfare Fund.

d. *Severance Pay*

In order to take care of surplus workers, all employees who are not eligible for retirement pensions and who were designated as Union members in the list submitted to the Conciliation Officer in June 1964, or whom the employer states worked for him as longshoremen in a previous year, shall be entitled to receive as additional remuneration over and above their regular rates of pay, an amount equal to 33⅓% of the amount of the deficiency, if any, between their regular pay in any calendar year during the next five (5) years, (namely, 1964 to 1968 inclusive) and their average annual pay for the previous two (2) years (the calendar years 1962 to 1963 inclusive). An employee shall cease to be eligible for severance pay if he is called for work on five (5) separate occasions in any calendar year and does not show up for work, unless excused by reason of health.

e. *Pensions*

The balance of the funds in the Welfare fund will be used to provide pensions for employees and former employees. Employees who are now 65 years of age or who reach 65 years of age during the next five (5) years, shall be entitled and shall be eligible for pension, immediately in the case of those who are now 65 years or more, and upon reaching the age of 65 in the case of employees who are not yet 65.

In the above cases, the pension will be based on average earnings over the last five years. Since welfare contributions have been made only for a period of five (5) years and since forty (40) represents a normal working life, the annual pensions of each former employee shall be 25% of 5/40th of his average pay for the last five (5) years, that is the years 1959 to 1963 inclusive.

It would be desirable that the above pensions should be brought up to the level of $40 per month as prescribed under previous pension arrangements and as presently paid to union pensioners.

However, as there is not sufficient money to provide for this, it is recommended that an actuarial study be undertaken to determine what is required in addition to money presently available in the Fund, and that this deficiency should be made up from some other source.

A new pension plan for employees other than those provided for above, should be discussed immediately after the signing of the agreement, between the Union and the employers, and should be made part of the agreement to be entered into upon expiry of the proposed three-year contract.

In the event of a reduction in tonnage through the Port of St. John's, which would affect the ability of the Welfare Fund to provide for the above benefits, employers and the Union will negotiate any changes which may be required so as to bring benefit payments in line with the funds available for this purpose.

90167—6½

Legal Decisions Affecting Labour

Ontario High Court finds Labour Relations Act applicable to motor mechanics employed by police commission; P.E.I. Supreme Court rules local not qualified, quashes certification order

In Ontario, the High Court, in *certiorari* proceedings to quash an order of the Labour Relations Board, ruled that motor mechanics and helpers employed by the Board of Commissioners of Police are not members of the police force within the meaning of the Police Act and, consequently, are covered by the provisions of the Labour Relations Act regarding collective bargaining.

In Prince Edward Island, the Supreme Court, on statutory appeal from a certification order issued by the Labour Relations Board, ruled that the Charlottetown Typographical Union Local 963 did not qualify as a "trade union" under the P.E.I. Industrial Relations Act merely by adopting and filing with its application to the Board the constitution and by-laws of the International Typographical Union, which do not set out the objects and purposes of the union as required under the P.E.I. Act.

Ontario High Court . . .

. . . rules police commission's mechanics and helpers covered by Labour Relations Act

On June 11, 1964, Mr. Justice Grant of the Ontario High Court, in *certiorari* proceedings, ruled that motor mechanics and helpers employed to repair and maintain police cruisers and motor vehicles are not members of a police force within the meaning of Section 13 of the Police Act, and therefore are not excluded from the benefits of the Labour Relations Act. By Section 2(d), the Act does not apply to a member of a police force within the meaning of the Police Act.

The Board of Commissioners of Police for the City of Windsor employs a group of motor mechanics and helpers to repair and maintain its police cruisers and motor vehicles. In 1957, the Ontario Labour Relations Board had certified a union as the bargaining agent for all such groups of employees so engaged by the Commission.

The union and the Police Commission then entered into collective agreements pursuant to the provisions of the Labour Relations Act. The Commission recognized Local Union 543 of the Canadian Union of Public Employees as the bargaining agent for such employees.

As provided in the collective agreement, the union gave the Commission notice of desire to bargain for amendments and some negotiations followed, but the Police Commission eventually took the position that the employees in question were members of a police force within the meaning of the Police Act and that consequently the Labour Relations Act did not apply to them.

The union applied to the Labour Relations Board for conciliation services; after hearing evidence and submissions from the Commission and the union, the Board delivered its decision on February 19, 1964, declaring that the Labour Relations Act did not apply to such employees, that accordingly the Board had no jurisdiction to process the application further.

The union applied for *certiorari* to quash the decision of the Board denying the benefits of the Labour Relations Act to motor mechanics and helpers employed by the municipal police commission.

Considering the application, Mr. Justice Grant noted that the Labour Relations Act provides in Section 2 that "This Act does not apply, (d) to a member of a police force within the meaning of the Police Act."

And in Section 80 that:

> No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

The relevant part of the Police Act (Section 13) reads: "The police force in a municipality having a board shall consist of a chief constable and as many constables and other police officers and such assistants as the council dees necessary, but not fewer than the board reports to be required."

Regarding the issue whether Section 80 of the Labour Relations Act gives the Board the exclusive right to decide the question as

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

to whether or not the employees are excluded from the benefit of such Act, Mr. Justice Grant held that the application of the Labour Relations Act to the employees in question was a collateral matter on which the Labour Relations Board's jurisdiction depended. Consequently, the decision of the Board that motor mechanics and helpers were excluded from the Act was subject to review by the court by *certiorari* despite the privative terms of Section 80.

The other issue before the Court was whether the employees in question were covered by Section 13 of the Police Act. This section sets forth the personnel of a police force, using the terms "constable, police officers and such assistants as the council deems necessary," and such personnel consequently were excluded from the application of the Labour Relations Act. If the employees in question were to be regarded as members of a police force, it would be by virtue of the words "such assistants."

In the opinion of Mr. Justice Grant, the words "such assistants" should be interpreted *ejusdem generis* (as being of the same class as) with the words "constables and other police officers." Motor mechanics and helpers employed to repair and maintain police cruisers and motor vehicles are not "assistants" within the meaning of Section 13 of the Police Act; consequently they are not members of the police force, and it follows that they are not excluded from the provisions of the Labour Relations Act.

The Court quashed the order of the Ontario Labour Relations Board terminating the application for conciliation services made by Local 543 of the Canadian Union of Public Employees. *Regina v. Ontario Labour Relations Board, Ex parte Canadian Union of Public Employees, Local 543*, (1964), 45 D.L.R. (2d), Parts 3 and 4, p. 202.

Prince Edward Island Supreme Court...

. . . quashes certification order on ground that local did not qualify as trade union

On March 24, 1964, on statutory appeal to the Supreme Court *en banc* from a certification decision of the Labour Relations Board, the Court quashed the certification order on the ground that the union did not qualify as a trade union under the P.E.I. Industrial Relations Act merely by adopting the constitution and by-laws of the parent organization, especially when that document nowhere specifically set out the objects and purposes for which the union was organized.

On December 16, 1963, the P.E.I. Labour Relations Board certified the Charlottetown Typographical Union Local 963 as a bargaining agent of certain employees of the Journal Publishing Company Ltd.

The company appealed the Board's decision to the Supreme Court pursuant to Section 12 of the Industrial Relations Act, which reads:

S. 12(1) If in any proceeding before the Board a question arises under this Act as to whether

(a) a person is an employer or employee;
(b) an organization or association is an employers' organization or a trade union;
(c) in any case a collective agreement has been entered into and the terms thereof and the persons who are parties to or are bound by the collective agreement or on whose behalf the collective agreement was entered into;
(d) a collective agreement is by its terms in full force and effect;
(e) any party to collective bargaining has failed to comply with Section 19 or with Section 21;
(f) a group of employees is a unit appropriate for collective bargaining;
(g) an employee belongs to a craft or group exercising technical skills, or
(h) a person is a member in good standing of a trade union

the Board shall decide the question and the decision or order of the Board shall be final and conclusive subject to the right of either party to appeal such decision or order to the Supreme Court, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

The main ground of appeal as set out in the notice of appeal dated December 24, 1963, reads as follows:

3. That the application of the Charlottetown Typographical Union Local 963 should in law have been dismissed by the Labour Relations Board on the ground that the applicant for certification was not a trade union within the meaning of the Industrial Relations Act and that the Board accordingly has no jurisdiction to make the said judgment, order or decision dated the 16th day of December, 1963.

Other grounds for appeal were that the Board did not determine the procedure to be followed at the hearings before the Board and the absolute informality before the Board rendered it impossible for the company to make representations against the application; that in the absence of any regulations prescribing what evidence shall constitute proof that a person is a member in good standing of a trade union, the Board could not determine who was or was not a member in good standing of the applicant union; that there was no evidence before the Board that a majority of employees in the unit were members in good standing of the applicant union; that certain persons mentioned in the application for certification were not

employees of the company at the time of the hearing of certification; that the unit was not appropriate for collective bargaining; and that, at the hearing, the Board refused to hear counsel for the company on matters relating to the administration, management and policy of the International Typographical Union (the parent organization of the union in question) and therefore the Board failed and refused to consider a matter of primary importance to the public interest of the province.

Mr. Justice Tweedy, in his reasons for judgment, expressed the opinion that the inclusion in S. 12 of the Act of the right of appeal to the Supreme Court from the decision of the Labour Relations Board defeats many purposes of the Act. Further, he noted that under the Act the Board determines its own procedure and may receive such evidence as, in its discretion, it may deem fit and proper, whether admissible as evidence in a court of law or not.

The Board, with the approval of the Lieutenant- Governor in Council, may make regulations. Apparently, no regulations have been made by the Board and the opinion of Mr. Justice Tweedy was that, when the evidence is taken in an informal manner and the procedure before the Board is not regulated, it is difficult for the Supreme Court, on appeal, to consider such appeal.

However, once the legislature of a province gives the right of an appeal to the Supreme Court, in the absence of further directions, then the rules of the Supreme Court apply as to the conduct of such appeal.

To decide the issue at bar, the Court considered it necessary to decide only one ground of appeal listed as Number 3, in which the company claimed that the application for certification should be dismissed on the ground that the applicant was not a trade union within the meaning of the Industrial Relations Act.

"Trade union" or "union" is defined by the Industrial Relations Act as follows:

> 1. (q) "Trade union" or "union" means any organization of employees formed for the purpose of regulating relations between employers and employees which has a written constitution, rules or by-laws, setting forth its objects and purposes and defining the conditions under which persons may be admitted as members thereof and continued in such membership.

In the opinion of Mr. Justice Tweedy, the language of the legislature is clear as to the meaning of a "trade union" in Prince Edward Island. It has to have a written constitution, rules or by-laws, its objects and purposes must be set forth and the conditions under which persons may be admitted as members in Prince Edward Island must be defined.

The Board considered this point when counsel for the company took the position that the constitution, rules and by-laws of the International Typographical Union as filed by the Local did not set forth the objects and purposes of the union as required by this definition and that consequently Local 963 was not eligible for certification under the Act.

On this point, the Board held that the document filed nowhere set forth specifically by enumeration or otherwise the objects and purposes for which the local had been organized. On perusal of this document, however, it was evident that woven throughout the context the objects and purposes were clearly set forth in a manner sufficient to meet the requirements of the Act. The conclusion of the Board was that the local was a trade union within the meaning of the Act and eligible to make application for certification.

Mr. Justice Tweedy did not agree with this finding of the Board.

The title of the document referred to by the Labour Relations Board reads as follows:

> Book of Laws of the International Typographical Union Effective January First 1963: Constitution, By-laws, General Laws and Convention Laws of the International Typographical Union and the Union Printers Home together with the Joint Agreement with the International Printing Trades Unions Comprising the International Allied Printing Trades Association; Compiled and Published by Elmer Brown, President and William R. Cloud, Secretary-Treasurer of the International Typographical Union, Indianapolis, Indiana, 1963.

On the inside cover, the document bears this insertion: "This is to certify that the attached constitution of the International Typographical Union shall govern the operations of Charlottetown Typographical Union No. 963: (Sgd.) M. Allison Croken, President; J. Merle Longaphie, Secretary: November 9, 1963."

Searching through this Book of Laws, Mr. Justice Tweedy did not find any reference to the Prince Edward Island Industrial Relations Act. He considered this Book of Laws as a prospectus of the International Typographical Union, which could not be taken to be in compliance with the requirements of the P.E.I. Industrial Relations Act. In his view, the constitution, rules or by-laws defining the objects and purposes and the conditions under which persons may be admitted as members and continued in such membership must be made pursuant to

the provisions of the P.E.I. Industrial Relations Act and according to the terms of the Act; the compliance of the union with Section 1(q) of the Prince Edward Island Industrial Relations Act is a condition precedent to its making application requesting certification as sole bargaining agent of certain employees of the Journal Publishing Co. Ltd.

The Court ruled that the Charlottetown Typographical Union Local 963 is not a trade union within the meaning of the P.E.I. Industrial Relations Act and the appeal from the decision of the Board certifying the union was allowed. *Journal Publishing Co. Ltd. v. Charlottetown Typographical Union Local 963,* (1964) 44 D.L.R. (2d), Part 10, p. 711.

Recent Regulations under Provincial Legislation

New regulations under the Ontario Minimum Wage Act deal with the taxi business and with ambulance drivers and helpers

Ontario Minimum Wage Act

New regulations under the Ontario Minimum Wage Act dealing with the taxi business and with ambulance drivers and helpers were gazetted on October 10.

Taxi Business

The new order for the taxi business (O. Reg. 254/64), which applies throughout the province, covers all persons who operate one or more vehicles with seating accommodation for not more than nine passengers for the conveyance of the public for hire.

Every employer in the taxi business must pay every employee who is employed as a taxi driver a minimum hourly wage of 75 cents or at least 35 per cent of the proceeds of his work, whichever is greater.

If the taxi driver is paid a percentage of the proceeds, the percentage must be calculated and paid to him at intervals of not more than a week.

All time spent by the taxi driver at the place of employment at the employer's request is to be considered working time. A driver who reports for work in response to a call from the employer is to be paid at least three hours' pay at the prescribed minimum hourly rate. An exception is made, however, in cases where the employer is unable to provide work because of fire, lightning, power failure, storms, or other causes beyond his control.

Ambulance Drivers

The application of the general order for the Oshawa-Toronto-Hamilton Zone and of the general orders for the Southern Ontario and Northern Ontario Zones to ambulance drivers and ambulance helpers has been suspended by O. Reg. 257/64. As a result, employers are not now obliged to pay ambulance drivers and helpers the minimum hourly rates set for other employees in these zones.

Decisions of the Umpire

(Continued from page 1131)

In regard to the period of 8 days between December 21 and December 30, 1963, during which a claimant must apply for benefit, failing which you consider him to be unentitled to it, I feel that this matter is of little significance in a case such as mine, after the let-down and the shock I experienced from this affair, especially as it happened during the Christmas holidays and that the offices of the Commission are closed after Christmas and there is a considerable rush for employment during that season. As for the bold remark in your letter about looking for employment and taking the necessary steps in order to find work, I shall tell you frankly that I find this remark quite "insulting," if one considers that I knew and was even assured that my suspension from work was only temporary and that I would soon be reinstated in my functions. Even if I had been dismissed and informed about it from the start, how could a man of my age find somewhat appropriate employment in P—?

Considerations and Conclusions: As clearly shown by the insurance officer in his grounds of appeal, the decision of the board of referees in definitely erroneous and absolutely against the provisions of the Act and of Regulation 150 as well as against the jurisprudence established by the Umpire in a great number of decisions on similar cases.

Consequently, I decide without hestitation to reverse the decision of the board of referees and to allow the insurance officer's appeal.

Monthly Report on Operation of the Unemployment Insurance Act

End-of-September total of claimants was smaller than that in August and in September 1963. Total of claims made in the month up slightly from August total, down from year earlier

Claimants for unemployment insurance benefit totalled 173,600 on September 30, compared with 182,000 on August 31 and 186,300 on September 30, 1963.

The number of female claimants remained constant at approximately 70,000 for each of those dates. The count of male claimants on September 30 was 104,900, a decline of almost 7,000 from August 31 and of 12,000 from September 30, 1963. The proportion of males, at 60 per cent on September 30, was virtually unchanged from August 31 and only slightly lower than the 63 per cent recorded a year ago.

Almost 50 per cent of the 104,900 male claimants at September 30 had come on claim during the month. Less than 40 per cent of the female claimants were in this category.

About one-quarter of the males but one-third of the females had been on continuous claim more than 13 weeks. This is usual at this season of the year, as many of the males who file claims during the summer months do so as the result of temporary displacement and so did not continue on claim. For example, close to 50,000 of the male claimants at August 31 came on claim during August, but by September 30, fewer than 27,000 of them were still claimants. For the female segment, these figures were 23,000 and 19,500, indicating that a higher proportion remained in claimant status.

Initial and Renewal Claims

A total of 85,800 initial and renewal claims were filed during September, up slightly from 79,000 in August but down from 92,900 one year earlier.

Close to 95 per cent of these claims represented new cases of unemployment; the balance came from persons seeking re-establishment of credits after terminating benefit.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in September was estimated at 128,000, compared with 139,400 in August and 133,000 in September 1963.

Benefit payments totalled $12,800,000 in September, compared with $13,200,000 in August and $12,500,000 in September 1963.

The average weekly payment was $23.75 for September, $23.66 for August and $23.54 for September 1963.

Insurance Registrations

On September 30, insurance books or contribution cards had been issued to 4,676,356 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 340,514, an increase of 1,166 since August 31.

Enforcement Statistics

During September, 8,225 investigations were conducted by enforcement officers across Canada. Of these, 5,224 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 444 were miscellaneous investigations. The remaining 2,557 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 133 cases,* 62 against employers and 71 against claimants. Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 780.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled $31,798,891.53, compared with $31,466,408.64 in August and $29,718,170.57 in September 1963.

Benefits paid in September totalled $12,791,963.89, compared with $13,198,560.14 in August and $12,527,626.72 in September 1963.

The balance of the Fund on September 30 was $37,833,285.54. On August 31 there was a balance of $18,826,357.90; on September 30, 1963, a balance of $24,291,408.68.

*These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2398, August 24, 1964

The claimant, a union member, filed a renewal application for benefit on February 6, 1964. He stated he had been last employed by a shipyard as a pipefitter from September 23, 1963 to February 2, 1964.

His reason for separation, he said, was: "I left voluntarily because I got fed up with it and expect to go to Alberta on a job whenever they call me. I don't know the name or address of the company. Mr. X— is to give me the call. I don't know his address . . . . I left [the shipyard] so I would not be involved in the Labour dispute. There was no picket line on the job. I shall not be picketing. I am capable and available for full-time work."

On February 6, 1964, his union local, along with nine other union locals representing various shipyard trades, went on strike, and this created a complete stoppage of work at the premises. The bargaining agreement that was in effect between the employer and the unions concerned expired October 1, 1963. Negotiations between the employer and the unions failed to produce an agreement and a conciliation board was formed.

On December 10, 1963, this board brought down a unanimous award, which was acceptable to the employer but was not acceptable to the unions. The recommendation involved wages and an improved holiday and welfare plan. On January 21, 1964, a government-supervised strike vote was taken, with the majority voting in favour of strike action. The employer was notified on January 28 of the union's intention to take strike action after expiry of 48 hours notice. At 7 a.m. on February 6 the union formed a picket line and work came to a halt.

On this evidence the insurance officer found that the claimant had lost his employment by reason of a stoppage of work attributable to a labour dispute at the place where he was employed, as he had left his employment in anticipation of such stoppage of work. Furthermore, as the claimant had not proved entitlement to the relief provisions of section 63(2), he was disqualified under section 63, effective February 6, 1964.

The claimant appealed to the board of referees on the basis that he left his employment because he expected to obtain another job. The claimant was requested to furnish proof of the prospective employment, but he failed to provide substantiation.

The claimant was represented at the hearing by the president of his local, who alleged that the claimant had completely severed his connection with the employer three days prior to the stoppage of work and had later obtained employment in his usual occupation with another employer in British Columbia on February 21.

By unanimous decision, the board of referees decided that the claimant did not lose his employment because of a stoppage of work due to a labour dispute and allowed the appeal.

In submission dated April 8, the insurance officer appealed to the Umpire and said "that the board of referees erred in allowing the claimant's appeal from the decision of the insurance officer disqualifying him under section 63 of the Act."

The insurance officer's grounds for appeal in a later submission dated May 27 read:

The claimant is a member of a grade or class who are participating in and directly interested in the outcome of the labour dispute. He is therefore not relieved of disqualification under section 63(2).

The claimant clearly stated on his renewal claim that he left his employment on 2 February 1964, some three days prior to the commencement of the stoppage of work, so that he would not be involved in the labour dispute. His loss of employment is therefore by reason of the impending stoppage of work attributable to the labour dispute at the place where he was employed and he is subject to disqualification under section 63 of the Act (CUBs, 157, 244, 1131).

The fact that he might have desired to obtain work elsewhere in his usual occupation because of the labour dispute situation existing in the shipyard is not a ground for relief from disqualification (CUB 1131), until the date on which he in fact becomes employed elsewhere, in accordance with section 63(1)(b) of the Act.

The board erred in rescinding the disqualification. If the board was satisfied that the claimant became *bona fide* employed elsewhere in his usual occupation on 21 February 1964, the disqualification could have been terminated on 20 February 1964, in accordance with section 63(1)(b) of the Act, but could not have been rescinded as from 6 February 1964.

In a letter dated June 1, the business manager of the claimant's local submitted, for consideration by the Umpire, a request for a hearing in Vancouver, B.C. "We understand as a general rule appeals are decided in Ottawa and we would appreciate an exception being made to this practice as we are unable to travel to Ottawa. Should our request for a hearing in Vancouver not be

granted, we wish to submit the following observations and comments:

[The claimant's]statement, "I left voluntarily because I got fed up with it and expect to go to Alberta on a job whenever they call me," is a simple and clear statement. [The claimant] was fed up with the shipyards and wanted to work elsewhere whether or not a labour dispute should occur. No better reason should be expected from [him]. [He] is upholding his democratic right to move to another job if he is dissatisfied with shipyard work.

[He] left the job on February 2, 1964, and immediately registered on our unemployed files, which is required by our union working rules before he can accept another job. A legal strike occurred on February 6, 1964, four days after [he] severed his employment with his employer.

You are aware that each province in Canada has its own separate Labour Relations Act which governs the actions of labour unions and their members. In British Columbia a union has three months from the date the strike vote is taken to implement a strike. [The claimant] had no knowledge of the actual date, after the forty-eight hours notice was served, the strike would take effect, if at all. Generally, labour and management make every effort to avert a strike, and on February 2, 1964, the date [the claimant] terminated, [he] did not know whether the strike would take effect or a settlement would be reached during the three-month period. Negotiations could have carried on through interventions by third parties or otherwise. Many labour contracts are consummated after all the legal requirements under the Labour Relations Act have been followed and notice has been served that strike action will be taken after forty-eight hours have elapsed. This does not mean immediately after forty-eight hours has elapsed but any time within three months from the date the strike vote was taken. [The claimant] had no way of determining when the ten unions participating jointly in the negotiations would actually take strike action, if at all. Further, there is no evidence that the company laid off pipefitters after the strike notice was served; therefore, this cannot be used as a reason for [claimant's] terminating.

Even if it were true [that the claimant] did not wish to be involved in a labour dispute, there is nothing wrong with his quitting his job for this reason. This does not guarantee there will be a work stoppage. In fact, there was no strike until February 6, 1964. Section 63(1) of the Unemployment Insurance Act is clearly worded and [claimant] did not lose his employment by reason of a stoppage of work attributable to a labour dispute, but rather was fed up and quit work prior to the work stoppage. [He] was, in the original instance, disqualified under section 63(1) of the Unemployment Insurance Act and, rightfully so, the board of referees ruled that the claimant's appeal be allowed.

As an officer of the local union to which [the claimant] belongs, I can verify or swear under oath that he expected other employment and I believe he quit his job for this reason although neither [he] nor the writer have written evidence to support this statement. However, we fail to see why [he] has to produce such proof, as he has a right to quit his job and seek work elsewhere . . . .

The case was heard by the Umpire in Vancouver, B.C., on August 6. The union was represented by a solicitor, and the Unemployment Insurance Commission by one of its solicitors.

Considerations and Conclusions: The insurance officer's grounds of appeal are entirely in accordance with the jurisprudence established by the Umpire in several decisions dealing with similar cases, and the arguments made on behalf of the claimant have not convinced me that such jurisprudence ought to be changed.

In view of the foregoing, I decided to reverse the decision of the board of referees and to allow the insurance officer's appeal.

The question whether the claimant became *bona fide* employed elsewhere in his usual occupation on February 21, 1964 is one which is not properly before me and which the insurance officer should either decide himself or refer to the board of referees.

Decision CUB 2399, August 24, 1964

On December 30, 1963, the claimant filed an application for benefit in which he stated he had worked last as the branch manager of a bank from March 1941 to September 16, 1963.

On March 17, 1964, the claimant filed a request for the antedating of his claim to September 29, 1963. The reasons for his delay in applying for benefit read:

An employee of the — Bank since March 26, 1941, I was appointed manager of their Branch in P— on December 9, 1947. During my annual leave, i.e., from September 2 to September 16, 1963, the Branch was victim of a fraud; this occurred on September 11, 1963. This misdeed by a bad customer was organized with the help of an accountant too shy and too timid and that is why it succeeded so well. For that reason, the bank management felt I should be suspended pending the inquiry.

On the day I was relieved of my duties, namely, September 16, 1963, I requested my unemployment insurance book from the investigator for the bank, who refused to give it to me on the ground that I was merely suspended and not dismissed, that my case was being studied pending my reinstatement, thus implying my salary would be paid up later on.

Some time afterwards, I made the same request, this time to the acting branch manager, and was again turned down under the pretext that the findings of the preliminary inquest—which had yet to be heard—had to be known before further action could be taken. I was kept in the dark about this affair until December 21, 1963, when the General Manager informed me of the decision of the management to retire me in advance and told me that the Bank would not reimburse my salary for the period between September 16, 1963, and December 21, 1963, but pay me a pension which was quite reduced, since I am not yet 65.

The insurance officer refused to allow the antedating of the claim as, in his opinion, the claimant had failed to prove that, throughout the whole period at issue, he was fulfilling in all respects the conditions of entitlement to benefit and that he had good cause for delay in applying for benefit. The insurance officer mentioned, *inter alia*, that the claimant could have applied to the local office of the Commission for information on the procedure to follow in such a case, even if his unemployment insurance book was not available.

The claimant appealed to a board of referees from the insurance officer's decision, on the ground that he had not applied for benefit earlier owing to circumstances beyond his control. He stated that the Bank officials had turned down twice his request for the said book, that he had been led to believe he would be reinstated in his position with retroactive pay and that he had been informed of his dismissal without retroactive pay only on December 21, 1963.

The claimant was present at the hearing of his case by the board of referees on April 21, 1964. In his oral testimony, he insisted mainly on the fact that it would not be logical for him to apply for benefit in such circumstances. The board of referees decided unanimously to allow the antedated claim.

The insurance officer appealed to the Umpire; the grounds of appeal are:

The claimant has failed to prove that he had, throughout the whole period in dispute, good cause for delay in making his claim for benefit (Regulation 150(1)(b)). In several previous decisions, the Umpire has established that a claimant had failed to show he had a good cause when he delayed in filing a claim for benefit, either because he thought he needed his unemployment insurance book to do so (CUB 283) or because he was awaiting the final decision of an inquest on his dismissal or his suspension, as the case may be, before doing so (CUBs 138, 480 and 553), or because he had been disinformed, either by his employer (CUB 392) or by his foreman (CUB 1299), or because he was under the impression that benefits from the Workmen's Compensation Board were coming to him (CUB 1570).

It must be pointed out also that the claimant has not given any cause for delay, whether good or not, regarding the week between December 21 and December 28, 1963, because the motives he has submitted only concern this period immediately preceding his employer's decision to retire him, which was made known to him on December 21, 1963. Regulation 150(1)(b) requires that the claimant have a good cause throughout the whole period at issue and up to the date he actually makes his claim (CUBs 1139 and 1160). For that reason the Umpire has recognized that antedating could be granted to a claimant only for part of the period in question, i.e., only for that period immediately preceding the date such claim was made and for which good cause had been shown (CUB 1134).

On the other hand, even if good cause exists for an earlier period before the date of the claim, but does not exist for the period immediately preceding the date of the claim, the antedating cannot be granted for any part of the period at issue (CUB 370).

Furthermore, the claimant has failed to prove that he fulfilled in all respects the conditions of entitlement to benefit, within the meaning of Regulation 150(1)(a), particularly in regard to the availability for employment. The board of referees recognized that the claimant had reasons to believe he would be reinstated in his duties and would receive retroactive pay and, consequently, that it would not have been logical for him to file a claim for benefit. It seems obvious that the claimant, pursuing this same line of thought, still considered himself as an employee of the Bank and, therefore, did not seek employment elsewhere. In fact, during the period at issue, i.e., from September 29, 1963, to December 28, 1963, the claimant did not register to the local office of the Commission in order to find employment; furthermore, there is no indication that he did apply for employment elsewhere.

In several previous decisions, the Umpire has decided that a claimant had failed to prove he was available for work, and his antedated claim could not be granted, on the ground that he had not reported to his local office for employment and that he had not taken any definite steps in order to find employment during the period in question (CUBs 392, 711, 1754, 1909, 1920 and 1921).

On July 15, 1964, the claimant commented as follows:

. . . In your last letter, you mentioned that any person having an immediate interest was allowed to file for submission to the Umpire a statement of observations and representations, etc., which I am quite willing to do, although I feel that I could be dispensed from it, seeing that the three members of the board of referees, who heard my case on April 27, 1964, considered my appeal to be just, clear-cut and valid. What more can one say, when one's case has received the approval of three impartial judges appointed by the Commission to settle cases of this nature?

As you are aware, the three members of the board . . . unanimously decided to allow my appeal, because they realized that, in my circumstance after my suspension as branch manager of the Bank, I could not possibly act in any other way than I did. I might add to my representations, that we sometimes feel like reproaching ourselves for not having acted in such a way at such a time; however, in this case, how could one do otherwise, when he is advised by his superiors or employers to wait and do nothing until the settlement of his case and when he is told that his salary was still running and his suspension only temporary? Would there be anyone foolish enough to follow a different course of action under the same circumstances? What would the unemployment insurance office reply to a person applying for benefit who would inform them that he is still drawing a salary pending the result of an inquiry? I can imagine what their answer would be, and you no doubt know it as well as I do.

(*Continued on page 1127*)

Monthly Report of Placement Operations of the National Employment Service

Placements by NES local offices in October bring cumulative total in 1964 to 1,010,200. In period since 1945, only once before has total passed the million mark so early in the year

Placements reported by local offices of the National Employment Service during October 1964 amounted to 103,600. Although this was a decrease of 2.4 per cent from the number reported in October 1963, it was 6.6 per cent above the average for the month during the previous five years.

The regional distribution of October placements and the percentage change from October 1963 were:

Atlantic	8,500	+ 1.1
Quebec	25,200	—13.2
Ontario	39,000	— 3.0
Prairie	19,400	+ 2.1
Pacific	11,600	+20.4
Canada	**103,600**	**— 2.4**

NOTE: The imbalance in the total is due to rounding.

The reduction in total placements was in part the result of one less working day in October this year but the main factor was the 13.2-per-cent decrease in the Quebec Region. This decrease was chiefly due to a reduction in male placements, particularly in the agricultural and construction industries.

The number of applicants registered for employment in Quebec, however, was markedly lower at the end of the month than was the case in 1963, and this suggests that employment was relatively steady among firms in that Region using the services of NES local offices.

Although total placements decreased from the number in October 1963, the reduction was confined to placements requiring the movement of workers from one area to another, and placements in casual work (where the employment is not expected to last more than six working days); regular placements actually increased from the October 1963 number. This continued a trend that has been quite pronounced so far in the current year.

The cumulative total of placements for the period January-October, inclusive, was 1,010,200. This was 3.8 per cent above the total at the end of the first ten months of 1963. Only on one other occasion since 1945 have placements passed the million mark so early in the year.

During October male placements totalled 73,000, down 3.1 per cent from the October 1963 total; the principal decrease took place, as already reported, in the Quebec Region. The cumulative total was still 5.4 per cent above that for the January-October period in 1963. All regions participated in this increase.

Female placements amounted to 30,600 in October, down only slightly from 1963, but cumulative totals were still fractionally higher than at the same time last year. A substantial increase was reported in October by the Pacific Region, where placements were 26.5 per cent above the number in October 1963. This increase was comparable to that reported in September and was mainly a reflection of a continuing demand from food processing industries.

Placements requiring the movement of workers from one area to another numbered 5,200, a decrease from the 6,400 transfers recorded last October. It was also a smaller share of all placements, 5.1 per cent compared with 6.0 per cent last year.

Transfers of male workers, which accounted for more than 84 per cent of the movement, were concentrated in the Quebec and Ontario Regions. Much more than half of all transfers of women workers were in the Ontario Region.

Employers notified local NES offices of 130,300 job vacancies during October. This was a decrease of 4.6 per cent from the number in the same month in 1963. Of the total, 88,800 were for male workers, a decrease of 3.9 per cent from October 1963 but 13.4 per cent above the average number notified during October in the past five years. Female vacancies totalled 41,500; this was 6.2 per cent below the total for the comparable month last year and 9.9 per cent above the October average in the previous five years.

By the end of October, total vacancies had amounted to 1,286,900 since the beginning of 1964. This was 6.4 per cent above the cumulative total for the first ten months in 1963 and the second highest number recorded in any comparable period since 1947.

Wage Schedules Prepared and Contracts Awarded in October

Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 344 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and for certain services. In the same period, a total of 183 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 199 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Defence Production, Post Office, Public Works and Transport Departments.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by the provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	178	$ 2,076,983.00
Post Office	32	367,011.89
Public Works	1	6,069.30
Royal Canadian Mounted Police	1	58,380.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Labour Standards Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in October

During October the sum of $9,172.13 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 119 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in October

DEPARTMENT OF AGRICULTURE

Fredericton N B: Gorman Construction Co, road & yard paving, Research Station. *Winnipeg Man:* Randall Plumbing & Heating Ltd, installation of high-pressure steam main between laboratory & annex, Research Station.

CENTRAL MORTGAGE AND HOUSING CORPORATION

St Vincent de Paul Que: Deschenes & Perreault, installation of chimneys at Terrasse Belleville; Deschenes & Perreault, siliconing & caulking at Terrasse Belleville. *Val d'Or Que:* Jos Bolduc, site improvement & replacement of doors. *Ville St Michel Que:* Vallieres & Cusson Enrg, siliconing & caulking at Terrasse St Michel.

In addition, the Corporation awarded 11 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Sioux Lookout Indian Agency Ont: A K Penner & Sons Ltd, alterations & additions (Phase II), McIntosh IRS; Hakala Construction, extension to principal's residence, Sioux Lookout IRS. *Clandeboye Indian Agency Man:* F W Sawatzky Ltd, construction of teacher's residence, Bloodvein IR; Peter Boorberg Enterprises Ltd, replacement of Bridge No 2, Fort Alexander (North) IR; George Bell & Paul Chikowski, construction of engineer's residence, Fort Alexander IRS. *Portage la Prairie Indian Agency Man:* Malcom Construction Co Ltd, installation of steel windows in wooden frames, Portage la Prairie IRS. *Crooked Lake Indian Agency Sask:* G H Holloway & Son, installation of water supply system, Kahkawistahaw IR, Community No 1. *File Hills Qu'Appelle Indian Agency Sask:* C C Smith & H R Duncan, construction of road, Maple Creek IR No 160A *Meadow Lake Indian Agency Sask:* Gall's Lumber Yard, construction of classroom addition & residence, Peter Pond IR (Dillon). *Touchwood Indian Agency Sask:* Matheson Bros Ltd, construction of school with auditorium/gymnasium, Gordon's IRS. *Edmonton Indian Agency Alta:* Mercier & Germaine Co Ltd, construction of houses, Stony Plain IR. *Vancouver Indian Agency B C:* Standard General Construction (International) Ltd, construction of road, Capilano IR No 5, North Vancouver.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: D J Lowe Ltd, construction of fire stops, etc, in various bldgs, HMCS *Cornwallis. Greenwood N S:* Parker Bros (1960) Ltd, interior painting of 192 PMQs, RCAF Station. *Halifax N S:* Standard Paving Maritime Ltd, repair & sealcoating of roads. *Moncton N B:* Carters Utilities, replacement of antennae poles, etc, HMCS *Coverdale. Longue Pointe Que:* Beaver Asphalt Paving Co Ltd, resurfacing of roadways & storage areas, Ordnance Depot. *Montreal Que:* Industrial Combustion & Equipment Ltd, conversion from coal to oil heating. *St Agapit Que:* R Vezina Inc, erection of steelox bldg & modifications to existing bldg. St Jean Que: Edgar Milot Ltee, interior painting of bldgs, RCAF Station. *Valcartier Que:* Tellier & Groleau Inc, construction of barrack block & extension to steam distribution system. *Cobourg Ont:* Posser & Co Ltd, supply & installation of summer heating plant. *Barriefield Ont:* Charles E Wright & Trevor J North, replacement of roof on married quarters; Alsco Distributors of Eastern Ontario Ltd, supply & installation of combination storm & screen sash. *Meaford Ont:* Lexington Contracting Ltd, construction of service station. *Picton Ont:* T A Andre & Sons Ltd, construction of junior ranks

club, Camp. *Port Arthur Ont:* Toronto Building Cleaning & Tuckpointing Ltd, exterior repairs to Armoury. Rockcliffe Ont: Duke Industries Inc, interior painting of PMQs, RCAF Station. *Trenton Ont:* Riverside Painting & Decorating Ltd, interior painting of PMQs, RCAF Station. *Winnipeg Man:* Oswald Decorating Co, interior painting of housing units, RCAF Station; J Kleinfelder Construction Co Ltd, construction of concrete pavements, RCAF Station; Maple Leaf Construction Ltd, reconstruction of parade square, Fort Osborne Barracks. *Cold Lake Alta:* J Mason & Sons Ltd, interior painting of PMQs & bldgs, RCAF Station. *Comox B C:* Farmer Construction Ltd, construction of GHE Bldg, RCAF Station. *Esquimalt B C:* Luney Bros & Hamilton Ltd, extension to Bldg No 72, HMCS *Naden.*

In addition, Defence Construction (1951) Limited awarded four contracts containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

(Construction)

Summerside P E I: Leonard Roofers & Metal Workers Ltd, replacement of built-up roofing on Bldg No 66 (Air Marshall Johnson School), RCAF Station. *Barrington N S:* Acadia Construction Ltd, resurfacing of pavements, RCAF Station. *Bedford N S:* Dartmouth Asphalt Co Ltd, repair & resurfacing of pavements, RCN Magazine. *Dartmouth N S:* Milligan Bros Ltd, repairs to grassed areas, Shannon Park Married Quaters. *Greenwood N S:* M L Foster interior painting of hangar No 10, RCAF Station. *Halifax N S:* D A Cummings Ltd, replacement of roof gutters of armouries, Cunard & North Park Streets. *Sandwich Battery N S:* W Eric Whebby Ltd, construction of sewage disposal system, NBCD School. *Shelburne N S:* R V Germain Ltd, replacement of room exhaust fans, Composite Bldg, HMCS *Shelburne*. *Moncton N B:* Eastern Painters & Applicators Ltd, application of masonry preservative to Bldg No 47, No 5 Supply Depot. *Newcastle N B:* Maritime Waterproofing & Contracting Co Ltd, exterior repairs to windows, etc, Armoury. *Montreal Que:* Richard & B A Ryan (1958) Ltd, renovations to floors, walls & shower rooms, 6769 Notre Dame Street East. *Victoriaville Que:* J E Lallier & Fils Ltee, boiler replacement, etc, Armoury. *Camp Borden Ont:* Canadian Safety Fences Ltd, installation of perimeter fencing, Brentwood. *Centralia Ont:* Ken Douglas Painting & Decorating, painting interior of Bldg No 11, RCAF Station; Lavis Contracting Co, repair & resurfacing of parking area, Bldg No 51, Service Station, RCAF Station; Kon Luksts Construction, supply & installation of aluminum storm windows & doors in Bldgs Nos 66 & 68, etc, RCAF Station. *Clinton Ont:* Lavis Contracting Co, rebuilding of roads, loading pads & parking area, RCAF Station. *Downsview Ont:* Gazzola Paving Ltd, road repairs, RCAF Station; Willard Decorating, interior painting of PMQs, RCAF Station. *Ipperwash Ont:* George Keen Construction Ltd, exterior renovation of Bldgs Nos 9, 19, 44 & 45, Camp. *Kingston Ont:* Holdcroft Construction Co Ltd, relocation of cooling tower. *London Ont:* Con-Sign Fabricators Ltd, construction of Dravo Bldgs, 27 COD. *Ottawa Ont:* Standard Paving Ltd, repairs to roads, RCAF Station Uplands. *Picton Ont:* H J McFarland Construction Co Ltd, construction of an area for tennis courts. *Rockcliffe Ont:* A Bruce Benson Ltd, construction of foundations for GP huts, RCAF Station; Weather-Proofing Ltd, insulating heating & return lines of steam distribution system, RCAF Station. *Shilo Man:* G T Smith & Sons Ltd, installation of fire alarm service in Bldg M-103, Military Camp. *Winnipeg Man:* Donco Enterprises Ltd, repairs to pavement & runways, RCAF Station. *Calgary Alta:* Dominion Water Proof Ltd, waterproofing of basements, PMQs, Currie Barracks. *Vancouver (Richmond) B C:* Continental Painters & Decorators Ltd, exterior painting of PMQs, RCAF Station.

In addition, this Department awarded 69 contracts containing the General Fair Wages Clause.

(Catering Services)

Comox B C: Centennial Caterers Ltd, catering at HMCS *Quadra.*

NATIONAL HARBOURS BOARD

Vancouver B C: Vancouver Pile Driving & Contracting Co Ltd, rip rap protection of Lynn Creek Bank.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded two contracts containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded seven contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Toronto Township Ont: Cafagna Bros Ltd, construction of Etobicoke Valley trunk sewer, Phase I of Lenworth extension, Sharlyn Road to Bloor Street; Leo Contracting Co Ltd, construction of Etobicoke Valley trunk sewer, Phase II of Lenworth extension, Bloor Street to flood plain, south of Burnhamthorpe.

DEPARTMENT OF PUBLIC WORKS

Capstan Island (Labr) Nfld: Twillingate Engineering & Construction Co Ltd, construction of community stage. *L'Anse au Loup (Labr) Nfld:* Glen Construction Co Ltd, construction of community stage. *Black Duck Cove Nfld:* Gid Sacrey Ltd, construction of community stage. *Deadman's Bay Nfld:* Beaton Abbott, slipway reconstruction. *Isle aux Morts Nfld:* W L B Construction Ltd, wharf repairs. *Ming's Bight Nfld:* Gid Sacrey Ltd, construction of community stage. *Plum Point Nfld:* Gid Sacrey Ltd, wharf repairs. *Rose* Blanche *(Diamond Cove) Nfld:* Kevin Power, wharf repairs. *St John's Nfld:* Dominion Construction Co Ltd, construction of inflammable material storage bldg for Department of Transport. *Torbay (Tapper's Cove) Nfld:* Benson Builders Ltd, wharf extension. *French River P E I:* H J Phillips & Sons, construction of haulout slip. *Red Head P E I:* Douglas & MacEwen Construction Co Ltd, deck repairs, west breakwater. *Arisaig N S:* Albert E Whidden, harbour improvements. *Bailey's Brook N S:* Albert E Whidden, pier repairs. *Grand Etang N S:* Colin R MacDonald Ltd, harbour improvements. *L'Archeveque N S:* G J Forgeron, sea wall extension. *Little Harbour (L'Ardoise) N S:* Allister MacInnis, harbour improvements. *Terence Bay N S:* L G & M H Smith Ltd, wharf repairs. *West Green Harbour (The Blaze) N S:* Shelburne Contracting Ltd, reconstruction of skidway & retaining wall. *St Andrews N B:* J S Parker, construtcion of blockhouse shore protection. *Bethierville Que:* Jean L Poulette, construction of protection works. *Lacolle Que:* Les Entreprises A J M Ltd, alterations to roofing, federal bldg. *La Tuque Que:* Plomberie Lacerte Enrg, alterations to roofing, federal bldg. *Montreal Que:* Arthur Murphy Contracting Ltd, alterations, 8th floor, Customs Bldg. *Newport (Riviere des Ilots) Que:* Eugene Beaulieu, harbour repairs. *Quebec Que:* Pavage Frontenac Ltee, asphalt paving of Queen's wharf. *Ruisseau Leblanc Que:* Don Dimock, harbour repairs. *St Michel de Squatteck Que:* David Morneau, wharf construction. *Trois Pistoles Que:* Jean Baptiste Rioux, wharf improvements (ferry terminal). *Clinton Ont:* Frank Van Russel & Sons Ltd, construction of federal bldg. *Cornwall Ont:* Dibblee Construction Co Ltd, paving of wharf. *Gravenhurst Ont:* A R Ferguson, construction of sewage disposal system, Beaver Creek Correctional Camp. *Kagawong Ont:* N A McDougall Construction Ltd, improvements to dock facilities. *Leamington Ont:* Geo L Dillon Construction Co Ltd, deck repairs. *Mindemoya Ont:* Palmer & McDermid Construction, wharf reconstruction. *Midland Ont:* B Zaitz Construction of Marine Ltd, repairs to pier "A". *North Bay Ont:* Farquhar Construction Ltd, wharf repairs. *Ottawa Ont:* Dixon Van Lines Ltd, moving various equipment from 321 Slater Street to War Services Board, Tunney's Pasture; Maurice Savard, interior plastering & painting, R A Centre; A Lanctot Construction Co, alterations to Jackson Bldg; Leslie Morgan Furniture Finishers, refinishing of gallery seats, House of Commons; H G Francis & Sons Ltd, extension of water mains, Royal Canadian Mint; J R Statham Construction Ltd, general alterations, Hopper Barn, CEF; Beaudoin Construction Ltd, structural & plumbing alterations, Norlite Bldg. *Port Credit Ont:* Guzzola Paving Ltd, repairs to Marine Terminal. *Seaforth Ont:* Frank Kling Ltd, post office renovations, federal bldg. *Windsor, Ont:* Universal Electromatics, installation of fire alarm system, UIC. *Brandon Man:* J S Quinn Construction Co Ltd, construction of sewer collector system for IR school & Canada Experimental Farm. *Fort Churchill Man:* Boxshall Cartage, removal & disposal of refuse from various areas. *Winnipeg Man:* J S Quinn Construction Co Ltd, wharf reconstruction (Alexander Ave). *Regina Sask:* Bird Construction Co Ltd, masonry repairs, Motherwell Bldg; McDiarmid Construction Ltd, alterations of Motherwell Bldg. *Saskatoon Sask:* A L Adams Construction Ltd, alterations & additions to oil calibration equipment, Weights & Measures Bldg. *Banff National Park Alta:* I W Campbell Construction Ltd, construction of Bow River Bridges & access road, Lake Louise Campground. *Jasper National Park Alta:* New West Construction Co Ltd, grading, drainage, etc, Miette River Bridge, Mile 140-143.7, Banff-Jasper Hwy. *Esquimalt B C:* Victoria Pile Driving Co Ltd, float renewal at south landing wharf. *Pitt Meadows B C:* Fraser River Pile Driving Co Ltd, construction of

seaplane facilities. *Qualicum Beach (French Creek) B C:* Fraser River Pipe Driving Co Ltd, construction of wharves & floats. *Terrace B C:* Joe L Felber, interior cleaning of federal bldg. *Tofino B C:* McLellan Contracting Co Ltd, float renewal. *near Vancouver B C:* Delta Bridge & Dock Ltd, repairs & improvements to north arm jetty, Fraser River. *Fort Simpson N W T:* Poole Construction Ltd, construction of federal bldg, etc.

In addition, this Department awarded 67 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Asphalte Salaberry Inc, asphalt paving at locks; *Lachine Que:* St Lawrence Steeplejacks Co Ltd, painting Des Seigneurs Street Bridge, Lachine Canal. *Port Colborne Ont:* United Steel Corporation Ltd, installation of steel mesh decking on Bridge No 19, Welland Canal. *St Catharines Ont:* Newman Bros Ltd, construction of administration bldg; Schwenger Construction Ltd, modifications & reconstruction, lower end of Lock 2, Welland Canal Twinning Project; Art Ellis Construction Ltd, construction of testing laboratories & stores bldg, Welland Canal Twinning Project. *St Catharines, Thorold & Port Colborne Ont:* Dominion Steel & Coal Corporation Ltd, supply & erection of chain link fencing at Locks Nos 1, 2, 3, 4, 5, 6, 7 & guard gate, Welland Canal. *Thorold & Port Colborne Ont:* Henry W Colton Ltd, Painting of structural steel members, Bridges Nos 10 & 20, Welland Canal. *Thorold Ont:* Har-Del Steel Corporation Ltd, demolition of superstructure of Bridge No 8, Welland Canal; Robert McAlpine Ltd, modification & reconstruction at upper end of Lock No 7, Welland Canal Twinning Project.

DEPARTMENT OF TRANSPORT

Cape Race Nfld: Pius Sullivan & Sons Ltd, well drilling at Loran "C" Station & dwelling site. *Gander Nfld:* Transmission Lines Ltd, reconstruction of MI lighting system for approach 14, International Airport; McNamara Construction of Nfld Ltd, paving shoulders of taxiways & access road, International Airport. *Trepassey Nfld:* Michael Power, site preparation & construction of entrance road, Loran "C" Station. *Montague P E I:* Matheson & MacMillan Ltd, paving access road & car park, Monitoring Station. *Halifax N S:* Municipal Spraying & Contracting Ltd, construction of heating tunnel & steam mains, etc, Air Terminal Bldg, International Airport. *Mill Village (Italy Cross) N S:* Walcan Ltd, fabrication & erection of tower for the Satellite Communication Ground Stations; Mosher & Rawding Ltd, construction of access road & site preparation. *Sydney N S:* Maritime Builders Ltd, construction of water treatment plant, reservoir & pumphouse. *Moncton N B:* Wheaton Construction Co Ltd, installation of duct & pull pit system & enlargement of parking area; Fundy Construction Co Ltd, alterations & additions to Air Terminal Bldg; Hi-lite Electric Ltd, installation of lighting facilities, etc, approach 11, Airport. *Dorval Que:* The Highway Paving Co Ltd, stabilizing portions of taxiway shoulders, etc, Montreal International Airport; Town & Country Nurseries, landscaping entrance road, etc, Montreal International Airport. *Nitchequon Que:* Arno Electric Ltee, installation of diesel electric generating units & related work. *Quebec Que:* Union des Carrieres & Pavages Ltee, improvements to drainage system. Airport. *Val d'Or Que:* Paquin Construction Co Ltd, construction of aircraft apron, connecting taxiway & access road, Airport. *near Brighton Ont:* McIntosh Bros Fisheries, construction of pier light at Salt Reef. *near Cornwall Ont:* Fort Construction & Equipment, repairs to pier light No 134, Lake St Francis. *Fort William Ont:* D R McCormick Electric Ltd, construction of access road & car park lighting, Lakehead Airport. *Hamilton Ont:* Cayuga Quarries Ltd, strengthening portions of runway 16-34, etc, Airport. *London Ont:* Universal Electromatics, relocation of meteorological observing equipment & services, Airport. *Malton Ont:* J M Fuller Ltd, modification to VOR Bldg for TACAN installation, Toronto International Airport. *Port Rowan Ont:* Backus Construction Co Ltd, construction of fog alarm bldg at Long Point Light station. *Sault Ste Marie Ont:* Evans Contracting Co Ltd, topsoiling, fertilizing & seeding of sand areas, Airport. *Toronto* Ont: American Building Maintenance Co of Canada, cleaning Air Terminal Bldg, International Airport. *Uplands Ont:* Dibblee Construction Co Ltd, construction of service road for ramp equipment, Ottawa International Airport. *Wiarton Ont:* Universal Electromatics, installation of automatic weather station, Airport. *Windsor Ont:* Canadian Comstock Co Ltd, installation of air conditioning system, Air Terminal Bldg; Whelpton Electric Ltd, renewal of lighting cable on runway 12-30, Airport. *St Andrews Man:* McCaw & MacDonald

(Continued on page 1143)

PRICE INDEX

Consumer Price Index, November 1964

The consumer price index (1949=100) increased 0.2 per cent to 135.9 at the beginning of November from 135.6 in October. The November index was 1.4 per cent higher than the November 1963 index.

Six of the seven main components increased and the transportation component was unchanged.

The food index was 0.8 per cent higher: 132.0 in November compared with 131.0 in October. Prices increased for eggs, lard, beef, oranges, potatoes, tomatoes, celery, dairy products, and honey. Lower prices were reported for sugar, grapefruit, bananas, apples, lettuce, cabbage, onions, canned fruit and vegetables, and fresh and cured pork.

The housing index edged up 0.1 per cent to 139.3 from 139.2 as both the shelter and household operation components increased fractionally. In shelter, home-ownership prices increased slightly but rent was unchanged. In the household operation component, prices were higher for furniture, sheets, and dishes; those for household supplies, mixed.

The clothing index increased 0.2 per cent to 120.9 from 120.7. The increase reflected higher prices for some items of men's and children's wear, footwear, and laundry and dry cleaning services. Prices for women's winter wear, and cotton and wool dress material were lower.

The transportation index was unchanged at 141.4, despite a slight increase in taxi fares in Regina.

The health and personal care index advanced 0.4 per cent to 171.1 from 170.4. Higher prices for prescriptions and other pharmaceutical items were not sufficient to move the health care component but the personal care component advanced as a result of increased prices for personal supplies, men's haircuts, and women's hairdressing.

The recreation and reading index rose 0.8 per cent to 152.3 from 151.1. Higher prices for motion picture admissions and camera film outweighed lower prices for bicycles and sports equipment to move the recreation component. The reading component was unchanged.

The tobacco and alcohol index was 0.2 per cent higher at 121.6 from 121.4. Both the tobacco and alcohol components increased with higher prices for cigarettes and cigarette tobacco in some cities, and higher liquor prices in Manitoba.

Group indexes in November 1963 were: food 130.8, housing 136.9, clothing 118.7, transportation 141.2, health and personal care 164,8, recreation and reading 151.0 and tobacco and alcohol 118.5.

City Consumer Price Indexes, October 1964

Consumer price indexes (1949=100) decreased in nine regional cities between September and October. In the tenth, Montreal, there was no change. The downward movements ranged from a decline of 0.1 per cent in St. John's to 0.7 per cent in Halifax, Ottawa and Edmonton-Calgary.

Food indexes declined in all cities, with Ottawa and Edmonton-Calgary showing the greatest change. Indexes for housing edged upward in five cities, downward in St. John's and Toronto, and remained the same in the three other cities. Clothing indexes moved up in all cities. Transportation indexes showed mixed movements: up slightly in three cities, down in two, and unchanged in five.

Health and personal care indexes were higher in all cities except St. John's, where the index remained the same as in the preceding month. Recreation and reading indexes moved up in five cities and down in four; there was no change in St. John's. Tobacco and alcohol indexes increased in all cities.

Regional consumer price index point changes between September and October were: Ottawa —1.0 to 135.6; Halifax —0.9 to 131.5; Edmonton-Calgary —0.9 to 128.0; Toronto —0.8 to 136.7; Saint John —0.7 to 135.6; Saskatoon-Regina —0.7 to 129.7; Vancouver —0.5 to 132.6; Winnipeg —0.3 to 132.0; St. John —0.1 to 121.8*. Montreal remained unchanged at 135.2.

Wholesale Price Index, October 1964

Canada's general wholesale index (1935-39 =100) for October was 244.4, practically unchanged from the September index of 244.3, and 0.6 per cent lower than the October 1963 index of 245.9. Five major group indexes advanced and three declined from September.

The vegetable products group index rose 0.6 per cent to 216.0 from the 214.6, the chemical products group index advanced 0.4 per cent to 191.7 from 191.0, and the non-ferrous metals products group index moved up 0.3 per cent to 210.2 from 209.5. Advances of 0.2 per cent were recorded for the iron products group index, to 258.3 from 257.9, and the non-metallic minerals products group index, to 191.4 from 191.0.

The animal products group index declined 0.9 per cent to 251.5 from 253.7. Two group

* On base June 1951=100.

indexes eased downward by 0.2 per cent or less: wood products to 329.9 from 330.4, and textile products to 247.9 from 248.0.

The price index of non-residential building materials (1949=100) was unchanged in October from the previous month at 141.5. The price index of residential building materials (1935-39=100) declined 0.1 per cent in October to 329.8 from 330.1 in September.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.2 per cent from 214.0 to 213.5 in the three-week period ended October 23. The animal products index declined 1.5 per cent from 265.4 to 261.5, and the field products index rose 1.8 per cent from 162.7 to 165.6.

U.S. Consumer Price Index, Oct. 1964

The United States consumer price index (1957-59=100) rose 0.1 per cent in October to 108.5 from 108.4 in September. The index in October 1963 was 107.2.

The increase was a result of small but widespread increases in consumer prices. The cost of nearly everything consumers buy, with the exception of food, gasoline and household appliances, showed some rise during the month.

Food prices fell by 0.3 per cent during October. Prices of pork and beef both fell, but egg prices also fell, which is unusual.

The normal October pattern for the index as a whole is one of no change, as price increases and declines offset each other.

British Index of Retail Prices, Sept. 1964

The British index of retail prices (Jan. 16, 1962=100) stood at 107.8 in mid-September, unchanged from mid-August. The September 1963 index was 103.3.

The index of food prices dropped by about one-half of one per cent to 108.1 from 108.7. Slight increases were measured in the categories of fuel and light, miscellaneous goods and services.

Selected Bibliography on Labour Organization

Compiled by the Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 194

General

1. ANDRAS, ABRAHAM. *Labor Unions in Canada; How They work and What They seek.* Ottawa, Woodsworth House Publishers, 1948. Pp. 86.

Trade union development, union structure, unions and the public welfare, political action, unions under socialism are discussed briefly.

2. CAMERON, JAMES CARRUTHERS. *The Status of Trade Unions in Canada.* Kingston, Dept. of Industrial Relations, Queen's University, 1960. Pp. 169.

Examination of the various areas of law which have affected the growth of trade unionism in Canada. The status of trade unions in Great Britain is also briefly analyzed.

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Labour Organizations in Canada, 1964.* Ottawa, Queen's Printer, 1964. Pp. 100.

Annual handbook published since 1911 on the structure, size and leadership of labour organizations in Canada, latest statistical data on union membership, directory of labour organizations with names of their principal officers and publications, and the geographic distribution of their local branches in Canada. French edition also available.

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The report on annual holidays with pay, a 91-page publication of 10 chapters, deals with such aspects of the subject as the duration and method of calculating holidays with pay, qualifying period of service, continuity of holidays, possible postponement of holiday, and enforcement of holiday provisions.

The report on weekly rest is 81 pages in length and contains an introduction, two chapters, general conclusions, and a statement of legislation consulted. Aspects covered include national law and practice, methods of applying Conventions and Recommendations on weekly rest, scope of Conventions, normal and special rest schemes, temporary exceptions, and miscellaneous provisions.

Wage Schedules

(*Continued from page 1137*)

Ltd, improvements to airport drainage. *Regina Sask:* Monarch Plumbing & Heating; alterations & additions to air conditioning system, Air Terminal Bldg. *Edmonton Alta:* Alberta Concrete Products Co Ltd, stabilizing portions of taxiway shoulders, etc, International Airport; Young Electric (1961) Ltd, installation of car heater outlets, etc, International Airport. *Nootka B C:* Johnson Construction, construction of dwelling & demolition of existing dwelling. *Yellowknife N W T:* Solar Construction Co Ltd, revisions to drainage system, Airport.

In addition, this Department awarded 39 contracts containing the General Fair Wages Clause.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 14, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,952	613	1,951	2,552	1,192	644
Men	4,949	455	1,418	1,768	852	456
Women	2,003	158	533	784	340	188
14–19 years	653	66	201	212	122	52
20–24 years	912	95	306	292	146	73
25–44 years	3,065	248	875	1,145	510	287
45–64 years	2,102	185	520	810	372	215
65 years and over	220	19	49	93	42	17
Employed	6,694	572	1,854	2,491	1,160	617
Men	4,747	418	1,338	1,725	828	438
Women	1,947	154	516	766	332	179
Agriculture	579	38	93	153	275	20
Non-agriculture	6,115	534	1,761	2,338	885	597
Paid workers	5,582	485	1,596	2,157	806	538
Men	3,839	347	1,123	1,461	529	379
Women	1,743	138	473	696	277	159
Unemployed	258	41	97	61	32	27
Men	202	37	80	43	24	18
Women	56	*	17	18	*	*
Persons not in the Labour Force	5,905	678	1,757	1,937	978	555
Men	1,433	189	411	444	242	147
Women	4,472	489	1,346	1,493	736	408

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED NOVEMBER 14, 1964, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,857	2,047	3,716	981	3,797	945	1,371
Labour Force	6,952	653	3,591	829	1,011	648	220
Employed	6,694	598	3,495	765	991	631	214
Unemployed	258	55	96	64	20	17	*
Not in the labour force	5,905	1,394	125	152	2,786	297	1,151
Participation rate[2]							
1964, November 14	54.1	31.9	96.6	84.5	26.6	68.6	16.0
October 17	54.3	32.6	96.7	85.2	26.7	68.5	16.2
Unemployment rate[3]							
1964, November 14	3.7	8.4	2.7	7.7	2.0	2.6	*
October 17	3.7	8.7	2.8	6.9	1.8	2.8	*

[1]Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2]The Labour Force as a percentage of the population 14 years of age and over.

[3]The unemployed as a percentage of the labour force.

*Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED NOVEMBER 14, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	November 1964	October 1964	November 1963
Total Unemployed	258	258	303
On temporary layoff up to 30 days	14	13	17
Without work and seeking work	244	245	286
Seeking full-time work	229	230	270
Seeking part-time work	15	15	16
Seeking under 1 month	95	110	111
Seeking 1–3 months	83	75	99
Seeking 4–6 months	32	26	34
Seeking more than 6 months	34	34	42

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B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government	Supplementary Labour income	Totals[3]
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April	47.3	532.6	170.6							1,870.5
May	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June	51.4	558.2	179.9							1,995.5
July	52.5	546.3	182.8							1,982.1
August*	50.4	567.7	188.3	104.8	454.1	110.3	850.4	1,830.9	230.3	2,019.3
September†	50.2	575.9	190.7							2,072.5
Seasonally Adjusted										
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April	49.0	535.1	175.1							1,913.1
May	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June	50.3	543.2	175.1							1,927.5
July	50.8	546.1	175.9							1,949.3
August*	49.3	556.7	179.9	92.4	378.8	107.2	849.4	1,844.9	228.3	1,969.5
September†	49.4	560.2	186.4							1,996.9

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at August 1964 employers in the principal non-agricultural industries reported a total employment of 3,260,398. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July*	133.7	201.9	86.75	122.6	202.7	89.12
August†	136.3	202.9	87.16	126.2	203.8	89.62

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Aug. 1964	July 1964	Aug. 1963	Aug. 1964	July 1964	Aug. 1963
				$	$	$
Provinces						
Newfoundland	159.1	161.6	149.7	78.93	78.59	76.62
Prince Edward Island	156.6	149.3	151.6	60.89	62.08	59.61
Nova Scotia	102.3	102.3	100.1	71.22	71.12	68.04
New Brunswick	118.0	115.2	113.0	70.94	71.86	66.82
Quebec	136.8	134.6	130.8	85.03	84.70	80.98
Ontario	137.5	133.8	130.4	90.48	90.02	86.50
Manitoba	119.5	121.3	118.9	79.82	79.66	78.51
Saskatchewan	140.8	141.0	137.8	82.02	82.25	80.19
Alberta (including Northwest Territories)	177.4	176.6	170.1	87.42	86.54	84.17
British Columbia (including Yukon)	132.9	131.9	127.4	94.83	94.30	90.39
Canada	**136.3**	**134.0**	**130.3**	**87.16**	**86.76**	**83.36**
Urban areas						
St. John's	158.9	157.8	156.4	66.73	66.38	64.16
Sydney	78.8	79.1	83.0	84.07	87.90	81.69
Halifax	127.6	127.9	124.9	73.14	73.27	70.64
Moncton	113.7	113.1	107.1	67.42	68.69	64.52
Saint John	104.5	104.0	105.7	71.38	71.59	68.13
Chicoutimi—Jonquiere	123.9	123.5	116.8	105.00	104.66	99.88
Quebec	133.0	131.7	129.7	74.86	74.48	72.72
Sherbrooke	123.1	120.0	115.0	74.20	74.53	70.08
Shawinigan	106.6	108.3	106.2	90.86	89.22	89.16
Three Rivers	131.5	129.2	121.8	81.30	80.16	78.01
Drummondville	98.0	96.5	90.1	70.28	66.41	68.88
Montreal	139.0	136.7	132.3	86.78	86.48	82.64
Ottawa—Hull	147.6	144.8	143.2	81.22	80.85	77.77
Kingston	142.1	142.0	130.5	86.77	86.81	83.72
Peterborough	108.0	110.3	102.8	94.86	94.35	92.77
Oshawa	212.4	147.1	156.5	104.67	102.10	96.62
Toronto	152.3	149.6	144.5	91.08	91.31	87.89
Hamilton	128.1	127.0	121.1	95.31	95.59	91.90
St. Catharines	127.5	125.4	118.4	101.86	101.48	93.70
Niagara Falls	125.1	118.1	113.9	83.98	83.58	77.91
Brantford	95.2	94.2	90.5	82.74	83.27	79.18
Guelph	139.8	135.2	133.2	80.48	79.36	78.30
Galt	134.0	133.0	125.1	76.79	75.77	74.94
Kitchener	151.0	147.2	144.6	81.61	81.15	77.25
Sudbury	137.1	136.7	127.6	97.59	97.37	95.03
Timmins	88.1	89.4	89.7	76.95	77.59	72.96
London	150.2	150.3	145.0	84.24	84.32	79.99
Sarnia	135.1	137.5	139.3	114.46	110.65	106.73
Windsor	89.0	76.2	79.8	104.55	102.27	92.77
Sault Ste. Marie	167.8	165.6	157.8	109.24	107.29	108.84
Fort William—Port Arthur	121.5	121.7	117.8	87.09	86.72	82.40
Winnipeg	121.3	121.1	117.4	77.10	76.96	74.79
Regina	160.2	160.8	157.6	80.19	80.37	78.74
Saskatoon	163.5	160.9	151.8	75.45	76.44	74.54
Edmonton	225.1	221.8	214.1	81.86	80.95	79.40
Calgary	197.8	197.6	186.7	87.44	86.35	83.57
Vancouver	131.1	130.2	124.2	93.20	92.03	89.05
Victoria	125.0	124.3	122.3	82.91	82.64	82.98

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Aug. 1964	July 1964	Aug. 1963	Aug. 1964	July 1964	Aug. 1963
				$	$	$
Mining	**118.2**	**121.7**	**118.0**	**104.23**	**105.92**	**101.80**
Metal mining	131.4	136.0	130.8	105.02	106.14	102.53
Gold	63.2	65.2	66.5	85.32	86.49	81.82
Other metal	194.7	201.9	190.5	110.97	112.04	109.26
Fuels	81.8	84.6	82.1	110.80	114.11	107.81
Coal	36.6	37.8	38.7	81.94	88.46	80.78
Oil and natural gas	265.2	274.1	259.4	126.97	128.48	124.25
Non-metal	165.8	165.8	165.2	91.82	92.76	90.43
Manufacturing	**126.2**	**122.6**	**120.0**	**89.62**	**89.11**	**85.47**
Durable goods	132.0	127.5	123.0	97.44	96.27	92.32
Non-durable goods	121.3	118.5	117.5	82.50	82.67	79.46
Food and beverages	135.2	129.1	133.5	75.06	77.69	72.18
Meat products	141.7	141.4	138.8	87.84	86.74	85.05
Canned and preserved fruits and vegetables	207.5	154.8	200.3	55.61	61.72	52.72
Grain mill products	99.1	100.8	95.0	87.91	87.03	83.80
Bread and other bakery products	116.4	115.6	115.2	76.05	77.00	73.06
Distilled and malt liquors	100.2	100.2	98.9	109.05	111.52	105.45
Tobacco and tobacco products	82.7	82.9	80.9	93.41	91.98	89.21
Rubber products	119.4	118.0	111.5	93.27	91.76	88.86
Leather products	91.1	90.0	89.6	61.26	59.73	58.91
Boots and shoes (except rubber)	94.0	93.6	95.2	59.48	58.06	57.24
Other leather products	85.9	83.4	79.3	64.79	63.13	62.58
Textile products (except clothing)	91.7	89.9	86.0	73.04	70.56	69.35
Cotton yarn and broad woven goods	78.9	77.4	75.2	71.58	67.18	66.54
Woollen goods	68.4	68.3	66.2	65.80	64.72	63.49
Synthetic textiles and silk	112.3	110.4	98.9	79.58	77.35	76.36
Clothing (textile and fur)	101.9	98.2	97.3	57.10	55.33	55.31
Men's clothing	106.0	102.7	101.2	55.22	53.56	53.94
Women's clothing	115.0	107.5	107.3	59.17	57.12	57.88
Knit goods	78.8	77.3	74.1	57.43	55.48	54.06
Wood products	121.6	121.2	117.9	77.79	76.42	74.57
Saw and planing mills	126.5	127.1	122.4	79.73	78.50	76.10
Furniture	128.1	124.6	123.7	76.16	74.08	73.56
Other wood products	83.7	84.4	83.5	67.74	67.11	66.16
Paper products	137.7	136.8	132.1	104.36	104.75	101.37
Pulp and paper mills	139.0	138.6	132.9	111.75	112.39	108.82
Other paper products	134.6	132.5	130.2	86.05	85.58	83.10
Printing, publishing and allied industries	124.9	124.0	126.1	97.57	96.90	93.64
Iron and steel products	124.6	123.5	116.4	102.12	101.31	97.83
Agricultural implements	73.9	74.0	65.4	109 75	109.13	100.24
Fabricated and structural steel	162.8	161.7	151.5	103.73	104.46	98.62
Hardware and tools	126.2	127.5	116.7	88.61	87.66	85.17
Heating and cooking appliances	114.7	110.8	107.8	87.69	87.41	84.35
Iron castings	107.2	108.6	103.5	97.87	96.41	93.99
Machinery, industrial	148.6	147.2	136.3	98.51	98.14	92.67
Primary iron and steel	150.4	148.2	134.9	114.60	113.15	112.59
Sheet metal products	127.5	124.7	123.8	99.16	100.41	96.93
Wire and wire products	128.7	123.6	116.5	102.84	101.41	98.43
Transportation equipment	126.8	110.5	109.2	107.45	106.02	98.27
Aircraft and parts	255.0	253.1	228.7	108.97	108.40	102.09
Motor vehicles	140.1	78.6	105.7	123.75	124.25	111.80
Motor vehicle parts and accessories	154.4	149.6	127.5	106.53	108.76	95.35
Railroad and rolling stock equipment	60.5	61.1	56.0	92.31	92.59	85.90
Shipbuilding and repairing	137.4	136.7	136.1	96.21	97.71	92.46
Non-ferrous metal products	135.1	136.0	130.5	100.09	99.38	97.73
Aluminum products	151.6	149.8	149.2	95.06	95.00	93.56
Brass and copper products	116.0	118.4	111.7	98.37	94.22	94.56
Smelting and refining	145.8	150.0	141.9	109.61	109.02	107.50
Electrical apparatus and supplies	163.6	159.8	156.6	95.10	94.94	91.14
Heavy electrical machinery	122.6	121.6	117.7	101.95	102.60	97.81
Telecommunication equipment	280.9	273.6	284.0	91.32	92.08	88.01
Non-metallic mineral products	166.6	165.1	158.9	95.97	95.81	92.06
Clay products	96.8	94.7	92.5	84.76	84.63	80.58
Glass and glass products	183.8	181.4	174.6	88.51	88.25	86.73
Products of petroleum and coal	147.6	149.0	144.0	132.04	130.58	125.88
Petroleum refining and products	150.5	152.0	146.0	133.21	131.62	127.04
Chemical products	141.3	141.4	138.2	105.08	104.38	100.80
Medicinal and pharmaceutical preparations	129.1	127.5	126.0	93.43	93.44	89.98
Acids, alkalis and salts	160.8	162.6	163.4	117.16	116.68	110.20
Miscellaneous manufacturing industries	168.1	165.0	157.4	78.36	77.77	75.23
Construction	**148.7**	**145.7**	**144.4**	**97.17**	**96.45**	**91.80**
Building and general engineering	144.7	142.6	140.4	103.93	102.97	99.01
Highways, bridges and streets	155.3	150.8	151.1	86.77	86.27	80.80
Electric and motor transportation	**151.8**	**150.6**	**146.6**	**93.33**	**92.09**	**90.03**
Service	**198.5**	**195.1**	**180.8**	**60.70**	**61.01**	**58.34**
Hotels and restaurants	171.0	170.0	156.5	45.97	46.26	44.70
Laundries and dry cleaning plants	159.9	160.3	141.2	54.02	53.52	52.57
Industrial composite	**136.3**	**134.0**	**130.3**	**87.16**	**86.76**	**83.36**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

—	Average Hours Worked			Average Hourly Earnings*		
	August 1964	July 1964	August 1963	August 1964	July 1964	August 1963
				$	$	$
Newfoundland	39.4	42.1	39.7	1.73	1.62	1.72
Nova Scotia	41.7	41.5	40.7	1.73	1.74	1.63
New Brunswick	40.0	43.0	40.6	1.67	1.70	1.56
Quebec	42.4	41.7	42.0	1.81	1.81	1.75
Ontario	41.5	41.0	40.9	2.13	2.11	2.03
Manitoba	40.5	40.7	40.3	1.82	1.83	1.80
Saskatchewan	38.8	38.8	39.0	2.09	2.09	2.03
Alberta (includes Northwest Territories)	40.4	40.0	40.2	2.08	2.06	2.00
British Columbia (includes Yukon Territory)	37.3	37.3	37.5	2.47	2.47	2.34

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July*	40.9	2.01	82.10	196.7	144.5
August†	41.3	2.02	83.31	199.6	147.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	August 1964	July 1964	August 1963	July 1964	August 1964	July 1963	August 1964	July 1964	August 1963
				$	$	$	$	$	$
Mining	**41.6**	**42.6**	**41.9**	**2.30**	**2.31**	**2.24**	**95.57**	**98.25**	**93.70**
Metal mining	41.4	42.0	41.6	2.38	2.39	2.32	98.73	100.39	96.52
Gold	41.9	42.7	42.3	1.86	1.87	1.78	78.00	80.03	75.30
Other metal	41.3	41.7	41.4	2.56	2.56	2.52	105.54	106.98	104.05
Fuels	40.8	44.1	41.6	2.18	2.20	2.12	88.93	97.15	88.00
Coal	42.0	45.4	42.3	1.90	1.92	1.86	79.64	87.16	78.78
Oil and natural gas	38.9	42.1	40.5	2.67	2.68	2.55	103.99	112.63	103.30
Non-metal	42.9	43.5	43.2	2.09	2.08	2.05	89.73	90.61	88.61
Manufacturing	**41.3**	**40.9**	**40.9**	**2.02**	**2.00**	**1.93**	**83.31**	**82.06**	**78.82**
Durable goods	41.9	41.3	41.3	2.20	2.18	2.10	92.30	89.94	86.48
Non-durable goods	40.7	40.6	40.6	1.84	1.84	1.77	74.79	74.72	71.83
Food and beverages	40.3	41.4	40.1	1.69	1.71	1.63	68.08	70.90	65.38
Meat products	41.2	40.9	41.1	2.03	2.00	1.98	83.71	81.87	81.41
Canned and preserved fruits and vegetables	39.4	42.1	39.2	1.27	1.30	1.22	49.87	54.92	47.64
Grain mill products	43.0	43.2	42.3	1.96	1.92	1.86	84.09	83.11	78.81
Bread and other bakery products	40.9	41.7	41.2	1.74	1.73	1.65	71.30	72.33	67.79
Distilled liquors	40.8	41.7	40.7	2.35	2.36	2.23	95.84	98.55	90.54
Malt liquors	39.4	40.5	40.1	2.53	2.53	2.43	99.58	102.64	97.47
Tobacco and tobacco products	38.2	38.0	37.8	2.30	2.26	2.19	87.83	86.00	82.91
Rubber products	42.2	40.9	41.7	2.07	2.08	1.99	87.42	85.13	82.81
Leather products	40.5	39.3	40.9	1.40	1.39	1.33	56.82	54.70	54.20
Boots and shoes (except rubber)	40.5	39.3	41.1	1.36	1.36	1.28	55.32	53.43	52.67
Other leather products	40.5	39.3	40.4	1.48	1.46	1.43	59.86	57.33	57.64
Textile products (except clothing)	42.6	41.4	42.6	1.56	1.54	1.47	66.48	63.66	62.89
Cotton yarn and broad woven goods	42.2	40.2	41.8	1.61	1.57	1.50	67.91	63.26	62.67
Woollen goods	42.6	42.0	42.6	1.41	1.39	1.36	60.15	58.54	57.94
Synthetic textiles and silk	43.2	41.9	43.6	1.67	1.65	1.59	71.93	69.15	69.25
Clothing (textile and fur)	39.4	38.1	39.3	1.33	1.32	1.29	52.50	50.25	50.55
Men's clothing	39.0	37.6	39.1	1.31	1.30	1.28	51.02	48.95	49.96
Women's clothing	37.9	36.3	37.6	1.46	1.43	1.41	55.32	52.10	53.09
Knit goods	42.3	41.6	42.0	1.25	1.22	1.17	52.65	50.77	49.32
*Wood products	41.4	40.8	41.5	1.80	1.78	1.71	74.54	72.54	71.17
Saw and planing mills	40.4	39.9	40.3	1.92	1.90	1.82	77.73	75.90	73.53
Furniture	43.5	42.4	44.1	1.62	1.60	1.56	70.65	67.84	68.80
Other wood products	42.9	42.5	42.9	1.47	1.45	1.43	63.15	61.78	61.10
Paper products	41.6	42.0	41.7	2.37	2.37	2.30	98.71	99.42	95.73
Pulp and paper mills	41.5	42.1	41.6	2.55	2.54	2.47	105.85	106.91	102.87
Other paper products	42.0	41.7	41.9	1.88	1.88	1.82	79.06	78.37	76.36
Printing, publishing and allied industries	39.2	39.1	38.6	2.48	2.45	2.41	97.19	95.93	93.07
*Iron and steel products	42.0	41.6	41.3	2.32	2.32	2.26	97.70	96.36	93.24
Agricultural implements	41.8	41.9	40.1	2.46	2.44	2.30	102.73	102.00	92.37
Fabricated and structural steel	43.0	42.5	41.1	2.24	2.27	2.21	96.45	96.35	90.67
Hardware and tools	42.9	42.5	42.3	1.92	1.92	1.87	82.57	81.65	79.03
Heating and cooking appliances	41.4	41.4	40.7	1.98	1.96	1.90	81.93	81.18	77.41
Iron castings	42.3	41.5	42.1	2.42	2.24	2.13	94.70	92.95	89.73
Machinery, industrial	42.9	42.7	41.5	2.18	2.18	2.10	93.74	93.21	86.97
Primary iron and steel	40.6	40.4	40.3	2.71	2.69	2.70	110.14	108.51	108.81
Sheet metal products	42.0	41.8	42.4	2.24	2.27	2.18	94.20	94.99	92.51
Wire and wire products	43.4	42.3	42.3	2.28	2.28	2.22	99.08	96.81	94.12
*Transportation equipment	42.1	41.3	40.6	2.43	2.37	2.27	102.17	97.75	92.04
Aircraft and parts	42.3	41.8	41.5	2.37	2.36	2.23	100.22	98.81	92.65
Motor vehicles	43.2	40.9	40.4	2.72	2.68	2.55	117.55	109.69	103.14
Motor vehicle parts and accessories	43.3	40.9	41.3	2.38	2.44	2.18	102.89	99.87	90.08
Railroad and rolling stock equipment	40.2	40.9	38.7	2.26	2.22	2.17	90.76	90.97	84.12
Shipbuilding and repairing	41.0	41.6	41.0	2.31	2.32	2.23	94.54	96.33	91.41
*Non-ferrous metal products	40.8	40.5	40.9	2.30	2.29	2.23	93.87	92.95	91.43
Aluminum products	41.3	41.1	41.2	2.05	2.04	2.01	84.47	83.73	82.91
Brass and copper products	42.7	41.2	42.3	2.22	2.16	2.14	94.54	88.82	90.60
Smelting and refining	40.1	40.1	40.5	2.57	2.56	2.49	102.95	102.70	100.90
*Electrial apparatus and supplies	41.1	40.7	40.8	2.04	2.04	1.94	83.89	83.07	79.15
Heavy electrical machinery and equipment	40.9	40.9	40.3	2.28	2.30	2.18	93.32	94.08	88.02
Telecommunication equipment	39.7	39.8	40.6	1.83	1.83	1.74	72.52	72.85	70.73
*Non-metallic mineral products	44.2	43.8	43.7	2.07	2.06	1.98	91.66	90.23	86.69
Clay products	42.8	41.8	42.1	1.87	1.87	1.78	79.78	78.12	75.09
Glass and glass products	41.6	40.7	40.9	2.09	2.03	1.99	86.96	82.66	81.44
Products of petroleum and coal	41.7	42.2	41.8	2.94	2.85	2.72	122.67	120.18	113.43
Petroleum refining and products	41.8	42.2	41.8	2.98	2.88	2.75	124.55	121.76	115.01
Chemical products	41.0	40.8	40.2	2.25	2.24	2.18	91.98	91.50	87.63
Medicinal and pharmaceutical preparations	39.8	39.7	39.4	1.76	1.75	1.70	69.94	69.42	67.11
Acids, alkalis and salts	40.6	40.6	38.8	2.59	2.58	2.52	105.09	104.83	97.66
Miscellaneous manufacturing industries	41.5	40.8	41.6	1.64	1.64	1.59	67.97	66.89	65.99
Construction	**42.8**	**42.5**	**42.2**	**2.23**	**2.22**	**2.13**	**95.46**	**94.60**	**89.82**
Building and general engineering	41.7	41.4	41.5	2.45	2.44	2.33	102.08	100.95	96.70
Highways, bridges and streets	44.7	44.5	43.5	1.88	1.87	1.78	83.93	83.30	77.19
Electric and motor transportation	**44.8**	**43.7**	**44.8**	**2.08**	**2.08**	**2.04**	**93.38**	**90.75**	**91.27**
Service	**37.7**	**37.6**	**38.4**	**1.19**	**1.19**	**1.13**	**44.89**	**44.64**	**43.54**
Hotels and restaurants	36.9	37.4	38.2	1.15	1.15	1.09	42.46	42.90	41.80
Laundries and dry cleaning plants	40.0	40.1	40.7	1.14	1.14	1.08	45.68	45.48	44.07

*Durable manufactured goods industries.

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D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 823, October issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
November 1959	15,201	12,674	27,875	365,031	137,855	502,886
November 1960	15,932	10,799	26,731	393,856	144,123	537,979
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
November 1962	22,077	19,204	41,281	328,801	127,955	456,756
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964(1)	29,159	19,727	48,886	203,340	110,611	313,951
November 1964(1)	38,620	22,704	61,324	254,346	118,294	372,640

* Current Vacancies only. Deferred Vacancies are excluded.

(1) Preliminary.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, OCTOBER 1963—OCTOBER 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—October	240,358	99,236	92,448	44,154	75,313	30,894
1963—November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	244,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October(1)	228,492	99,327	88,832	41,509	72,982	30,636

(1) Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING OCTOBER, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from October 1963
Agriculture, Fishing, Trapping	**8,512**	**1,363**	**9,875**	**− 2,523**
Forestry	**2,730**	**15**	**2,745**	**− 883**
Mining, Quarrying and Oil Wells	**1,009**	**66**	**1,075**	**+ 82**
Metal Mining	625	22	647	+ 66
Fuels	167	27	194	− 9
Non-metal Mining	87	2	89	+ 53
Quarrying, Clay and Sand Pits	78	2	80	− 1
Prospecting	52	13	65	− 27
Manufacturing	**17,332**	**8,232**	**25,564**	**+ 502**
Foods and Beverages	2,190	1,912	4,102	+ 109
Tobacco and Tobacco Products	22	21	43	0
Rubber Products	181	78	259	− 66
Leather Products	282	340	622	+ 6
Textile Products (except clothing)	669	424	1,093	+ 22
Clothing (textile and fur)	500	1,679	2,179	− 181
Wood Products	2,119	210	2,329	− 29
Paper Products	1,240	355	1,595	+ 149
Printing, Publishing and Allied Industries	712	630	1,342	+ 252
Iron and Steel Products	3,408	401	3,809	+ 497
Transportation Equipment	2,280	294	2,574	− 684
Non-Ferrous Metal Products	553	185	738	− 276
Electrical Apparatus and Supplies	799	614	1,413	+ 229
Non-Metallic Mineral Products	819	58	877	+ 198
Products of Petroleum and Coal	66	16	82	+ 23
Chemical Products	715	315	1,030	+ 141
Miscellaneous Manufacturing Industries	777	700	1,477	+ 112
Construction	**14,639**	**201**	**14,840**	**+ 527**
General Contractors	9,966	102	10,068	+ 772
Special Trade Contractors	4,673	99	4,772	− 245
Transportation, Storage and Communication	**6,511**	**428**	**6,939**	**− 417**
Transportation	5,881	174	6,055	− 415
Storage	495	109	604	− 53
Communication	135	145	280	+ 51
Public Utility Operation	**264**	**38**	**302**	**+ 41**
Trade	**11,396**	**5,397**	**16,793**	**+ 189**
Wholesale	4,937	1,368	6,305	+ 45
Retail	6,459	4,029	10,488	+ 144
Finance, Insurance and Real Estate	**605**	**1,068**	**1,673**	**+ 203**
Service	**9,984**	**13,828**	**23,812**	**− 310**
Community or Public Service	973	1,499	2,472	+ 100
Government Service	2,296	975	3,271	+ 361
Recreation Service	573	195	768	+ 84
Business Service	1,015	720	1,735	− 535
Personal Service	5,127	10,439	15,566	− 320
Grand Total	**72,982**	**30,636**	**103,618**	**− 2,589**

[1] Preliminary.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX AS AT OCTOBER 30, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	6,926	2,047	8,973
Clerical Workers	14,920	43,410	58,330
Sales Workers	6,509	12,985	19,494
Personal & Domestic Service Workers	27,003	20,775	47,778
Seamen	765	14	779
Agriculture, Fishing, Forestry (Ex log.)	4,618	209	4,827
Skilled and Semi-Skilled Workers	71,792	12,871	84,663
Food and kindred products (incl. tobacco)	718	302	1,020
Textiles, clothing, etc.	1,422	7,316	8,738
Lumber and lumber products	5,036	107	5,143
Pulp, paper (incl. printing)	1,037	353	1,390
Leather and leather products	872	1,028	1,900
Stone, clay & glass products	206	13	219
Metalworking	9,882	861	10,743
Electrical	1,292	713	2,005
Transportation equipment	459	70	529
Mining	775	—	775
Construction	16,363	3	16,366
Transportation (except seamen)	12,510	58	12,568
Communications & public utility	377	14	391
Trade and service	3,164	1,176	4,340
Other skilled and semi-skilled	12,373	639	13,012
Foremen	1,520	210	1,730
Apprentices	3,786	8	3,794
Unskilled Workers	70,807	18,300	89,107
Food and tobacco	2,102	3,289	5,391
Lumber & lumber products	6,139	307	6,446
Metalworking	2,771	574	3,345
Construction	27,702	—	27,702
Other unskilled workers	32,093	14,130	46,223
GRAND TOTAL	**203,340**	**110,611**	**313,951**

[1]Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 30, 1964

Source: National Employment Service, Unemployment Insurance Commission

Office	Registrations (1) October 30, 1964	Registrations Previous Year October 31, 1963
Newfoundland	**6,531**	**7,658**
Corner Brook	1,265	1,523
Grand Falls	649	709
St. John's	4,617	5,426
Prince Edward Island	**904**	**1,050**
Charlottetown	561	632
Summerside	343	418
Nova Scotia	**11,715**	**12,070**
Amherst	474	457
Bridgewater	532	543
Halifax	3,891	4,348
Inverness	138	145
Kentville	715	750
Liverpool	195	214
New Glasgow	775	1,065
Springhill	367	533
Sydney	2,590	2,057
Sydney Mines	539	510
Truro	732	801
Yarmouth	767	647
New Brunswick	**10,848**	**10,912**
Bathurst	1,125	983
Campbellton	928	908
Edmundston	548	520
Fredericton	774	918
Minto	139	191
Moncton (2)	2,654	3,008
Newcastle	934	771
Saint John	2,301	2,348
St. Stephen	1,000	721
Sussex	200	215
Woodstock	245	329
Quebec	**102,200**	**108,931**
Alma	1,202	1,705
Asbestos	368	340
Baie Comeau	704	389
Beauharnois	590	699
Buckingham	476	500
Causapscal	614	577
Chandler	742	704
Chicoutimi	1,532	1,790
Cowansville	230	275
Dolbeau	839	1,173
Drummondville	1,289	1,328
Farnham	269	358
Forestville	240	139
Gaspé	465	571
Granby	1,228	1,322
Hull	2,071	2,159
Joliette	2,219	2,241
Jonquière	2,193	2,434
Lachute	445	473
Lac-Mégantic	725	442
La Malbaie	723	453
La Tuque	592	687
Lévis	1,821	1,985
Louiseville	752	563
Magog	371	335
Maniwaki	388	370
Matane	634	536
Mont-Laurier	420	386
Montmagny	718	675
Montréal	38,868	41,812
New Richmond	459	539
Port Alfred	485	603
Québec	8,486	8,886
Rimouski	1,300	1,341
Rivière du Loup	2,092	1,971
Roberval	1,110	912
Rouyn	1,171	1,535
Ste. Agathe des Monts	528	480
Ste. Anne de Bellevue	616	584
Ste. Thérèse	1,315	1,381
St. Hyacinthe	949	1,025
St. Jean	1,412	1,417
St. Jérôme	1,372	1,380
Sept-Îles	740	995
Shawinigan	2,612	3,298
Sherbrooke	3,151	3,239
Sorel	1,723	1,392
Thetford Mines	1,615	1,488
Trois Rivières	2,846	3,264
Val d'Or	819	1,114
Valleyfield	1,261	1,424
Victoriaville	1,165	1,213
Ville St. Georges	1,245	2,029
Ontario	**107,835**	**104,733**
Arnprior	166	173
Barrie	911	823
Belleville	1,134	1,163
Bracebridge	436	406
Brampton	838	879
Brantford	1,087	1,278
Brockville	346	346
Carleton Place	200	207
Chatham	899	1,267
Cobourg	799	546
Collingwood	342	449
Cornwall	1,627	1,773
Elliot Lake	279	270
Fort Erie	303	486
Fort Frances	262	223
Fort William	1,094	1,043
Galt	1,030	655
Gananoque	195	150
Goderich	195	196
Guelph	754	934
Hamilton	6,922	9,020
Hawkesbury	390	402
Kapuskasing	406	521
Kenora	452	387
Kingston	1,416	1,435
Kirkland Lake	488	480
Kitchener	1,380	1,265
Leamington	491	553
Lindsay	926	421
Listowel	112	161
London	2,871	3,109
Long Branch	2,612	2,600
Midland	446	424
Napanee	250	258
New Liskeard	221	205
Newmarket	665	628
Niagara Falls	1,107	1,271
North Bay	820	796
Oakville	417	599
Orillia	520	459
Oshawa	14,694	5,865
Ottawa	4,188	4,821
Owen Sound	565	604
Parry Sound	154	192
Pembroke	853	939
Perth	357	428
Peterborough	2,065	1,776
Picton	245	191
Port Arthur	1,202	1,414
Port Colborne	477	906
Prescott	356	327
Renfrew	218	231
St. Catharines	4,675	2,509
St. Thomas	451	555
Sarnia	1,145	1,397
Sault Ste. Marie	1,218	1,572
Simcoe	527	568
Smiths Falls	238	297
Stratford	433	299
Sturgeon Falls	341	520
Sudbury	2,095	3,213
Tillsonburg	279	399
Timmins	950	1,095
Toronto	26,035	26,276
Trenton	543	478
Walkerton	288	310
Wallaceburg	174	356
Welland	1,541	1,331
Weston	2,091	2,475
Windsor	3,210	4,680
Woodstock	418	448

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT OCTOBER 30, 1964

Source: National Employment Service, Unemployment Insurance Commission

Office	Registrations	
	(1) October 30, 1964	Previous Year October 31, 1963
Manitoba	**12,683**	**12,712**
Brandon	804	928
Dauphin	390	433
Flin Flon	155	132
Portage la Prairie	340	440
The Pas	239	221
Winnipeg	10,755	10,558
Saskatchewan	**6,903**	**6,948**
Estevan	134	87
Lloydminster	88	98
Moose Jaw	620	592
North Battleford	381	364
Prince Albert	841	935
Regina	2,110	2,051
Saskatoon	1,983	1,991
Swift Current	226	200
Weyburn	119	94
Yorkton	401	536
Alberta	**15,845**	**18,715**
Blairmore	134	308
Calgary	6,296	6,961
Drumheller	169	189
Edmonton	6,449	8,039
Edson	128	194
Grande Prairie	429	535
Lethbridge	888	1,092
Medicine Hat	781	720
Red Deer	571	677

Office	Registrations	
	(1) October 30, 1964	Previous Year October 31, 1963
British Columbia	**38,487**	**42,557**
Chilliwack	784	996
Courtenay	537	599
Cranbrook	439	446
Dawson Creek	558	835
Duncan	419	438
Kamloops	1,338	860
Kelowna	595	474
Mission City	583	669
Nanaimo	629	875
Nelson	453	414
New Westminster	5,204	6,672
Penticton	652	634
Port Alberni	504	624
Prince George	1,583	1,984
Prince Rupert	1,114	1,105
Quesnel	578	582
Trail	421	481
Vancouver	18,206	19,577
Vernon	675	728
Victoria	2,917	3,171
Whitehorse	298	259
Canada	**313,951**	**326,286**
Males	203,340	219,966
Females	110,611	106,320

(1) Preliminary.

(2) Includes 607 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section ,DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—August	4,248,000	4,066,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,906,100	218,900
September	4,122,000	3,935,700	186,300
August	4,132,000	3,939,500	192,500

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, SEPTEMBER 30, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	August 31, 1964	September 30, 1963
CANADA	173,645	77,209	46,308	30,961	19,167	182,029	186,261
Male	104,858	51,125	26,766	16,524	10,443	111,497	117,024
Female	68,787	26,084	19,542	14,437	8,724	70,532	69,237
Newfoundland	4,458	1,724	1,183	970	581	4,298	4,053
Male	3,356	1,321	887	707	441	3,388	3,085
Female	1,102	403	296	263	140	910	968
Prince Edward Island	579	235	224	92	28	676	703
Male	371	135	184	42	10	467	413
Female	208	100	40	50	18	209	290
Nova Scotia	8,835	3,480	2,435	2,004	916	9,192	8,466
Male	6,468	2,739	1,791	1,375	563	6,726	5,997
Female	2,367	741	644	629	353	2,466	2,469
New Brunswick	7,260	3,052	2,026	1,523	659	6,874	7,495
Male	4,674	1,943	1,303	1,059	369	4,488	5,245
Female	2,586	1,109	723	464	290	2,386	2,250
Quebec	56,980	25,809	16,054	9,611	5,506	57,826	60,592
Male	36,985	18,500	10,060	5,224	3,201	37,710	40,366
Female	19,995	7,309	5,994	4,387	2,305	20,116	20,226
Ontario	57,185	25,299	15,221	10,204	6,461	65,573	63,161
Male	31,238	15,240	7,847	4,804	3,347	37,424	37,260
Female	25,947	10,059	7,374	5,400	3,114	28,149	25,901
Manitoba	6,394	2,796	1,385	1,201	1,012	6,942	6,592
Male	3,519	1,657	726	624	512	3,923	3,498
Female	2,875	1,139	659	577	500	3,019	3,094
Saskatchewan	3,567	1,395	1,010	639	523	3,486	3,450
Male	1,620	751	387	235	247	1,568	1,551
Female	1,947	644	623	404	276	1,918	1,899
Alberta	9,647	4,595	2,343	1,646	1,063	8,915	10,041
Male	5,546	2,900	1,238	844	564	5,213	6,037
Female	4,101	1,695	1,105	802	499	3,702	4,004
British Columbia	18,740	8,824	4,427	3,071	2,418	18,247	21,708
Male	11,081	5,939	2,343	1,610	1,189	10,590	13,572
Female	7,659	2,885	2,084	1,461	1,229	7,657	8,136

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, SEPTEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,867	1,257	610	1,740	1,046	694	837
Prince Edward Island	265	185	80	246	164	82	99
Nova Scotia	3,665	2,417	1,248	3,618	2,454	1,164	1,234
New Brunswick	3,238	2,070	1,168	2,924	1,981	943	1,285
Quebec	28,817	17,896	10,921	28,226	19,414	8,812	11,683
Ontario	28,773	18,707	10,066	28,896	19,315	9,581	11,080
Manitoba	2,528	1,848	680	2,679	1,653	1,026	665
Saskatchewan	1,531	1,174	357	1,497	892	605	496
Alberta	4,893	3,322	1,571	4,509	2,942	1,567	1,828
British Columbia (incl. Yukon Territory)	10,265	6,591	3,674	9,428	5,898	3,530	3,716
Total, Canada, September 1964	85,842	55,467	30,375	83,763	55,759	28,004	32,923
Total, Canada, August 1964	79,016	50,458	28,558	89,451	63,164	26,287	30,844
Total, Canada, September 1963	92,892	57,884	35,008	88,625	61,183	27,442	32,677

*In addition, revised claims received numbered 26,475.

†In addition, 27,726 revised claims were disposed of. Of these, 2,594 were special requests not granted and 1,567 appeals by claimants. There were 6,149 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, SEPTEMBER 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	12,626	281,507
Prince Edward Island	2,122	44,197
Nova Scotia	27,839	634,439
New Brunswick	22,632	492,868
Quebec	178 108	4,280,292
Ontario	188,300	4,497,126
Manitoba	19,041	440,954
Saskatchewan	10,129	228,319
Alberta	24,684	603,206
British Columbia (including Yukon Territory)	53,076	1,289,055
Total, Canada, September 1964	538,557	12,791,963
Total, Canada, August 1964	557,793	13,198,559
Total, Canada, September 1963	532,124	12,527,626

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949-100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1964

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	October 1963	Sept. 1964	October 1964							
[1]St. John's, Nfld.	120.3	121.9	121.8	117.0	116.0	115.6	121.4	164.1	147.3	116.3
Halifax	131.2	132.4	131.5	124.2	133.7	130.9	135.4	168.2	168.5	125.3
Saint John	133.0	135.3	134.6	130.8	133.6	127.5	141.7	189.2	153.4	125.4
Montreal	133.4	135.2	135.2	136.0	135.7	113.3	157.9	182.1	151.0	124.8
Ottawa	134.7	136.6	135.6	130.8	137.3	125.5	156.2	174.8	147.0	126.5
Toronto	135.0	137.5	136.7	129.5	140.6	126.4	139.0	167.0	187.5	124.3
Winnipeg	130.6	132.3	132.0	128.7	128.8	126.8	134.6	186.5	142.0	128.3
Saskatoon-Regina	128.6	130.4	129.7	128.0	128.7	132.5	133.8	148.9	146.4	120.9
Edmonton-Calgary	127.7	128.9	128.0	122.7	127.1	129.0	128.9	170.5	144.0	120.9
Vancouver	131.8	133.1	132.6	129.3	135.9	123.0	139.6	155.8	148.8	123.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

[1]St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963 October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964 January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	350	700
Mines	.....	.....	.....
Manufacturing	42	7,936	93,790
Construction	5	395	920
Transpn. & utilities	8	1,399	4,260
Trade	3	93	230
Finance	.....	.....	.....
Service	.....	.....	.....
Public administration	1	420	1,680
All industries	60	10,593	101,580

TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	.....	.....	.....
Prince Edward Island	.....	.....	.....
Nova Scotia	.....	.....	.....
New Brunswick	.....	.....	.....
Quebec	11	2,927	40,100
Ontario	31	5,395	48,510
Manitoba	1	54	430
Saskatchewan	1	43	470
Alberta	.....	.....	.....
British Columbia	9	659	7,700
Federal	7	1,515	4,370
All jurisdictions	60	10,593	101,580

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accumulated		
FORESTRY						
The KVP Company, Espanola, Ont.	Carpenters Loc. 2537 (AFL-CIO/CLC)	350	700	700	Oct. 29	Transfer of two workers to other job classifications at lower wages~
MANUFACTURING						
Rubber						
National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	212	4,450	5,040	Sep. 28	Wages, hours ,union security, irrevocable check-off~
Wood						
Lachute Lumber & Mill-Work, Lachute and Brownsburg, Que.	Carpenters Loc. 3047 (AFL-CIO/CLC)	113	110	110	Oct. 30 Nov. 2	Wages, closed shop~3¢ an hr. increase over a 3-yr. contract, acceptance of Rand formula.
Paper						
Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,200	21,200	June 1	Wages~
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	123,600	June 3	Automation, hours, sick leave, vacations, apprentice rates~
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Locs. 91 and 5 (AFL-CIO/CLC)	891	18,710	70,810	July 9	Working conditions as affected by computers~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	5,970	Aug. 19	Wages, other improvements ~
Aluminum Company of Canada, Kingston, Ont.	Machinists Loc. 54 (AFL-CIO/CLC)	351	5,790	5,790	Oct. 1 Oct. 27	Wages; contracting out; job jurisdiction clause in agreement~6¢ an hr. increase in each of the next two years, plus bonus to higher graded employees of 2¢ an hr. in 1st yr. only.
Metal Fabricating						
Steel Company of Canada, Brantford, Ont.	Steelworkers Loc. 3749 (AFL-CIO/CLC)	114	170	170	Oct. 28 Oct. 29	Refusal to grant leave of absence to an employee~ Acceptance of company proposal to extend overtime to cover time lost while on union business.
Machinery						
Hamilton Gear and Machine, Toronto, Ont.	Moulders Loc. 28 (AFL-CIO/CLC)	168	340	420	Sep. 30 Oct. 4	Wages~3% increase retroactive to June 10, 1964, a further increase June 10, 1965 for a two yr. agreement.
Transportation Equipment						
Canadian Kenworth, North Burnaby, B.C.	Machinists Loc. 1857 (AFL-CIO/CLC)	300	6,300	6,300	Oct. 1	Wages, overtime, holidays~
Ford Motor Company, Oakville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	2,000 (300)	1,000	1,000	Oct. 30 Oct. 31	Misunderstanding of radio announcement~Return of workers.
Electrical Products						
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	14,700	Aug. 31	Wages, working conditions, seniority provisions~
A. Belanger Ltd., Montmagny, Que.	Metal Trades' Federation (CNTU)	300	600	600	Oct. 28 Oct. 30	Dismissal of one employee~ Return of workers.
Non-Metallic Mineral Products						
Concreters Ready-Mix, Montreal and area, Que.	Teamsters Loc. 903 (Ind.)	177	620	620	Oct. 9 Oct. 15	Interpretation and application of certain clauses in agreement~Return of workers on instruction of union.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, OCTOBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accumulated		
Assoc. de l'Industrie du Verre plat de Quebec, Montreal, Que.	Painters Loc. 1135 (AFL-CIO/CLC)	750	7,500	7,500	Oct. 14 Oct. 28	Wages~Return of workers pending signing of agreement.
CONSTRUCTION						
Louisbourg Restoration Project,* Louisbourg, N.S.	Louisbourg Employees Assoc. (Ind.)	160	480	480	Oct. 16 Oct. 21	Wages, travelling time~Return of workers pending further discussions.
Tide Bay Construction, Annacis Island, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	191	190	190	Oct. 19 Oct. 20	Wages, union security~Wage increases, agreement on method of handling grievances.
TRANSPN. & UTILITIES						
Transportation						
Five stevedoring companies, Toronto, Ont.	I.L.A. (AFL-CIO/CLC)	600	1,070	1,070	Oct. 22 Oct. 24	Alleged violation of working rules by some members~Return of workers, matters to be discussed.
Canadian National Railways,* Capreol, Ont.	Trainmen, Locomotive Firemen and Enginemen (AFL-CIO/CLC) and Locomotive Engineers (Ind.)	108	230	230	Oct. 24 Oct. 27	Change in divisional point~Return of workers with proposal to delay plans.
Nfld. Employers' Assoc.,* St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	2,160	2,160	Oct. 26	Failure to accept terms of the McKinnon report~
PUBLIC ADMINISTRATION						
Local Administration						
Township of Etobicoke, Etobicoke, Ont.	Public Employees Loc. 185 (CLC)	420	1,680	1,680	Oct. 15 Oct. 21	Wages, vacations, job security~10¢ an hr. increase retroactive to Feb. 1, 1964, 10¢ Feb. 1, 1965; four weeks vacation after 20 years, job security for those with two or more years seniority.

*Federal jurisdiction.

Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1960).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages preclude the likelihood of major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

LIST OF ABBREVIATIONS

AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
CB	— Conciliation Board.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers' Association.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
IAPA	— Industrial Accident Prevention Associations.
IAPES	— International Association of Personnel in Employment Security.
IBEW	— International Brotherhood of Electrical Workers.
ILO	— International Labour Organization.
NES	— National Employment Service.
OECD	— Organization for Economic Co-operation and Development.
SIU	— Seafarers' International Union.
UAW	— United Automobile, Aerospace and Agricultural Implement Workers of America, International Union.
USWA	— United Steelworkers of America.

A

A AND H EXPRESS LINES LIMITED
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Intervener, certification applications:
Canadian Merchant Service Guild, Inc.: licensed personnel: representation vote, 1106.
Mine Workers: licensed personnel: representation vote, 1106.

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AIR CANADA
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Machinists: C. O. appointed, 805; C. B. fully constituted, 990.

AIR LINE DISPATCHERS' ASSOCIATION, CANADIAN
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Cubana Airlines Limited: 129; granted, 213.
Dispute:
Cubana Airlines Limited: C.O. appointed, 289; settlement, 397.

AIR LINE FLIGHT ATTENDANTS' ASSOCIATION, CANADIAN
Disputes:
Canadian Pacific Air Lines, Limited: C.O. appointed, 717.
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AIR LINE PILOTS' ASSOCIATION, CANADIAN
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Certification application:
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ALLIED BUILDING SERVICE LIMITED
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Canadian National Railways: C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.
Canadian Pacific Railway Company: C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.
Cumberland Railway Company (Sydney and Louisburg Division): C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.
Midland Railway Company of Manitoba: C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.
Ontario Northland Railway: C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.
Toronto, Hamilton and Buffalo Railway: C.B. appointed, 289; C.B. fully constituted, 398; C.B. report, 576; settlement, 805.

ASSOCIATION OF EMPLOYEES OF CJMS RADIO MONTREAL LIMITED
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ASSOCIATION OF EMPLOYEES OF M AND P TRANSPORT LIMITED
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